



Southern Illinois University System

ONE SYSTEM | MANY LOCATIONS | STATEWIDE IMPACT



SIU SYSTEM STRATEGIC PLAN

# PROGRESS REPORT

FISCAL YEAR 2024

JULY 1, 2023 - JUNE 30, 2024

Coming together is a beginning.  
Keeping together is progress.  
Working together is success.

- Edward Everett Hale



Dear Friends,

The SIU System has made good progress over the past year on the ambitious strategic plan we began working on in 2020. We are grateful to SIU faculty, staff and students for their collective efforts across the system that continue to advance our strategic work and mission.

At SIU, the top priority is our students. We are proud that our leaders are committed to enhancing the quality of our instruction, research and public service. SIU's strategic goals are focused on providing students with the best educational experience possible, empowering them to achieve their full potential in the world.

The strategic plan is focused on six main areas:

- Academic innovation and student success
- Anti-racism, diversity, equity and inclusion
- Community impact
- Research, creative activities and partnerships
- Faculty and staff
- Infrastructure.

This strategic plan progress report shares some impressive highlights of our strategic progress at SIU over the last fiscal year (July 2023-June 2024), though it does not fully encapsulate all the great work that has been done. We see our strategic plan driving positive change and shaping the future of education. There is more work ahead, and we look forward to more strategic progress in the future.



Dan Mahony  
SIU System President



Gireesh Gupchup  
SIU System VP of Academic Innovation,  
Planning & Partnerships

## MISSION

The SIU System enriches students and diverse communities through inclusive excellence, experiential education and innovation. The system creates and shares knowledge that enables stakeholders to achieve their full potential, serves as an economic catalyst for the region and state and advances global change, opportunities and social justice.

## VISION

Empower people. Transform the world.



# THE SOUTHERN ILLINOIS UNIVERSITY SYSTEM - WHERE LEARNING COMES FIRST, WHERE STUDENTS ARE VALUED AND ENCOURAGED TO EXPLORE NEW IDEAS, AND WHERE PROGRESS IS COMPLEMENTED BY TRADITION.

SIU's influence can be felt far beyond the locations of its great campuses. It serves as an economic engine for Southern Illinois and a high-quality institution of learning for the citizens of Illinois, the nation, and the world.

Chartered in 1869, Southern Illinois University, first known as Southern Illinois Normal University, opened its doors for instruction in 1874 as a one-building teacher training institution in Carbondale. By 1947, the name was changed to Southern Illinois University, reflecting the institution's expanding academic mission. As early as 1949, SIU started offering courses in the metropolitan East St. Louis area. This led to the development of the SIU Edwardsville campus, which was officially established in 1957.

Today the SIU System employs more than 7,000 faculty, staff and administrators who serve approximately 23,500 students and operates with a budget of \$989.5 million. Each member institution offers more than 200 academic degree programs.

The two institutions that constitute the SIU System today reach from the Shawnee National Forest to the bluffs of the Mississippi River, and through the flatlands of Central Illinois to the shores of Lake Michigan.

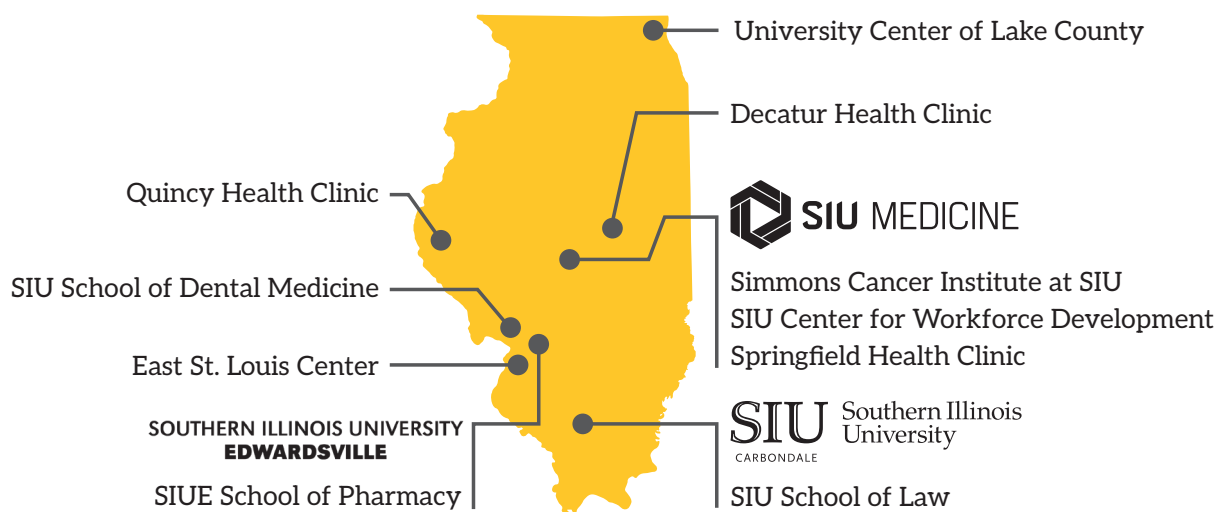
SIU Carbondale has a law school at the main campus and a medical school in Springfield. The health care operation of the SIU School of Medicine provides over 429,000 clinic visits per year in its primary and specialty care clinics.

SIU Edwardsville has a pharmacy school in Edwardsville and a dental school in Alton. The SIUE East St. Louis Higher Education Campus has evolved into a modern and comprehensive post-secondary educational system.

Additionally, both campuses partner in providing education at the University Center of Lake County in Northern Illinois.

With a strong commitment to anti-racism, diversity, equity and inclusion on its campuses, the SIU System was the only university system in the United States to receive the 2022 Higher Education Excellence in Diversity (HEED) Award from INSIGHT Into Diversity magazine, the oldest and largest diversity-focused publication in higher education.

## ONE SYSTEM | MANY LOCATIONS | STATEWIDE IMPACT



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## SIU SYSTEM LEADERSHIP TEAM



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Anti-racism, Diversity,  
Equity & Inclusion



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# THE SIU SYSTEM STRATEGIC PLAN IS DESIGNED TO PROPEL INNOVATION, INCLUSION & COMMUNITY IMPACT.



## Academic innovation & student success

Our innovative and accessible academic programs will provide interdisciplinary and experiential components that empower our students to address regional, national and global challenges. While maintaining the strengths of each campus, we will engage in system-wide collaboration to create new opportunities for students and support lifelong learning.

**40%**

increase in online  
courses offered

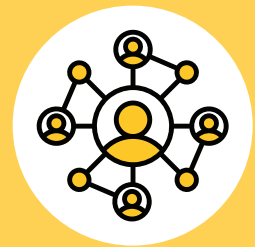


## Anti-racism, diversity, equity & inclusion

We will be a national model of anti-racism and anti-oppression that promotes diversity, inclusion and equitable access and opportunity for all individuals.

**61.8%**

retention rate of  
first-year Black students



## Community impact

We will collaboratively create sustainable solutions, utilizing the collective strengths of the system to improve the quality of life for all that we serve.

Institute of Rural Health &  
Office of Community Engagement  
established & supported by state funding

The purpose of the SIU System Strategic Plan is to drive academic innovation, promote diversity and inclusion and enhance community engagement across its campuses. With a strong focus on interdisciplinary and experiential learning, the plan outlines a comprehensive approach to fostering student success and addressing regional, national and global challenges. Key initiatives include the creation of flexible academic programs, the promotion of entrepreneurial endeavors and the implementation of high-impact practices to boost retention and degree attainment. Additionally, SIU aims to become a national leader in anti-racism and equity, revitalizing local communities, expanding research and partnerships and ensuring the sustainability of its infrastructure. This transformative vision underscores SIU's commitment to shaping a brighter future for all its stakeholders.



### Research, creative activities & partnerships

We will build collaborative opportunities to expand research, scholarship and creative activities through internal and external partnerships that fulfill our mission.

**5**

cooperative  
PhD programs



### Faculty & staff

We strive to foster an equitable environment where our diverse faculty and staff can be successful and satisfied.

**1670**

faculty & staff have participated in  
professional development activities



### Infrastructure

We will build and maintain a sustainable infrastructure through continuous improvement, transparency and accountability.

**13**

shared technology  
resources



# ACADEMIC INNOVATION & STUDENT SUCCESS: A YEAR OF TRANSFORMATION & GROWTH

## SIU SYSTEM COURSE EXCHANGE

SIU leaders created the SIU System Course Exchange to make online classes more accessible to current students. A major perk of the program is that it offers students at SIU Edwardsville and SIU Carbondale the opportunity to take online classes offered at the other campus without having to enroll in the other university.

This online course program has created opportunities for collaborative transformation across our SIU campuses. Offering a wide array of high-quality online courses has empowered our students.

The SIU System Course Exchange's online course catalog has shown steady growth, with the number of available courses increasing from 20 to 28, a 40% increase, enhancing our reputation and attracting learners from various backgrounds.



## MILESTONES & ACHIEVEMENTS

Enrollment in SIU online shared courses has grown tremendously in the last year, with the number of students more than tripling. This growth highlights our collective success in making higher education more accessible and inclusive.

The SIU System Course Exchange is a student-centered initiative that aims to provide accessible, convenient learning opportunities, catering to a diverse community of learners and positioning the SIU System as a leader in online education.

## CONVENIENT DEGREE COMPLETION & ENRICHMENT

SIU System Course Exchange supports on-time graduation rates and degree completion for students who may have previously been limited by waitlists or rotating course offerings. Access to a larger catalog of courses from multiple campuses makes it easier for learners to navigate and enrich their educational journey and meet graduation requirements. The initiative also supports higher retention and graduation rates, as students find it easier to balance their studies with other commitments.



## ALLISON SIMPSON ACES ONLINE COURSE WHILE WORKING FOR ST. LOUIS CARDINALS, BLUES & BATTLEHAWKS

SIUE's Allison Simpson has dreamed of a career in sports public relations for many years. She grew up a big fan of St. Louis sports teams, and SIUE being right by St. Louis was one of the deciding factors for her enrollment.

Simpson majored in applied communication studies at SIUE and always sought classes that would help her develop the skills needed for a career in sports public relations. Simpson found the ideal class—Public Relations in Sports and Recreation. However, this course was not offered at SIUE, but it was available at SIU Carbondale. The SIU System Course Exchange allowed Simpson to take this course online and remain in the St. Louis area. This was key for her because experience outside the classroom was also important for her future career, and she had internship goals in St. Louis.



SIUE's proximity to St. Louis enabled Simpson to attend school and secure some incredible internships with major sports teams like the St. Louis Cardinals, the St. Louis Blues and the St. Louis Battlehawks.

Simpson aced her online course and graduated from SIUE in May 2024. Post graduation, she continued working for the Cardinals and Blues.

"Taking this online class while completing my internships was extremely beneficial for multiple reasons. Not only could I immediately apply what I was learning in real time at my internships, but I could also do my online class anywhere or anytime. That was very helpful because I needed to attend many of the professional sporting events as part of my internships."

- Allison Simpson, SIUE student

## LOOKING FORWARD

SIU faculty and staff remain committed to expanding our online offerings, enhancing student support services and continuously innovating to meet the evolving needs of our learners.

The next step in the implementation process is the rollout of meaningful workforce-related online credentials. This will extend the system's impact to learners on a national scale. It will also open new revenue streams for SIU campuses.

# SIU'S UNWAVERING COMMITMENT TO ANTI-RACISM, DIVERSITY, EQUITY & INCLUSION: PROGRESS & FUTURE DIRECTIONS

The SIU System Office of Anti-racism, Diversity, Equity and Inclusion (OA DEI) is responsible for coordinating system efforts to develop and maintain an antiracist, equitable, diverse and inclusive community in furtherance of the mission of excellence in teaching, research and service.

## COMMITMENT TO ADEI INVESTMENT AT SIU

SIU was featured in a CNN story with Athena Jones in February 2024 about the SIU System's commitment to ADEI. In this story, SIU President Dan Mahony and SIU Chief Diversity Officer and ADEI Vice President Sheila Caldwell positively highlighted our ADEI accomplishments and reinforced SIU's strong commitment to ADEI initiatives at a time when other states are unfortunately defunding ADEI programs.



## SIU'S ADEI PROGRESS REPORT

**61.8%**

SIU's overall retention of first-year Black students from 2023-2024.

Average retention rate in Illinois is 59.2%

Source: Illinois Board of Higher Education

**89.3%**

SIU's average completion & retention rate for international master's degree students.

**10%** Increase in retention rate of Black students and **4%** rise in retention of Hispanic students at SIUE

According to the National Center for Education Statistics (2023), most colleges experience a 1% to 3% increase in retention rates year over year.

## PROGRESS ON INFUSING ADEI INTO TENURE PROMOTION

SIU leaders recognized the need for ADEI work at SIU to count towards consideration for academic tenure for faculty members and began taking steps to incorporate ADEI work into SIU tenure considerations years ago, reflecting a growing recognition of the importance of diversity, equity and inclusion in academia.



In September 2023, the SIU System Faculty Advisory Committee approved the recommended changes leaders proposed for ADEI tenure and promotion. Both SIUC and SIUE have disseminated these recommendations to their faculty, emphasizing the importance of incorporating ADEI considerations into their professional evaluations.

By embedding ADEI criteria into these critical academic processes, SIU is committed to acknowledging and rewarding efforts to expand and sustain an inclusive and equitable learning environment. This initiative encourages faculty members, like SIUE's Jerrica Ampadu, PhD, RN, CCP, pictured on the left, to actively engage in practices that promote anti-racism, diversity and equity not only in their teaching and research, but also in their contributions to the university community.

## SIU RECEIVES PRESTIGIOUS LUMINA FOUNDATION GRANT FOR FUTURE ADEI WORK

In February 2024, SIU received a \$300,000 grant from the Lumina Foundation to implement evidence-based interventions to improve academic progress, faculty development and increase students' sense of belonging.

According to a recent Gallup and Lumina Foundation survey of current students, Black and Hispanic students are more likely to consider dropping out of college for several reasons. SIU has implemented a number of ADEI initiatives in recent years to help address inequities against historically marginalized groups, and the Lumina grant will help bolster these efforts.



SIU provided training to improve minority student retention and academic success at a conference in March 2024. Leaders from across the system participated. This initiative reflects SIU's dedication to providing accessible pathways to higher education and the necessary support students for all students to thrive on our campuses.



## SIU OFFERS ADEI LEADERSHIP CERTIFICATE FOR STUDENTS

In August 2023, the first group of students enrolled in the SIU System ADEI Leadership Certificate started their coursework. This ADEI certificate was designed to give students the opportunity to deepen their knowledge and understanding of diverse perspectives, histories and voices. It aims to educate participants on how patterns of perception, logic, thought, speech, behavior and organizational structures influence racial equity in America and globally. By completing this certificate, students will enhance their capacity to lead and work towards advancing ADEI in the workplace and the classroom.

In its inaugural year, eight SIU students completed the certificate, including Ashley Jones, pictured on the left. There is significant interest in the program, and we expect to see a higher number of students complete the certificate next year.

## LOOKING FORWARD

SIU is working to expand the ADEI certificate to make it more accessible for students through a strategic partnership with the SIU Center for Teaching Excellence. By collaborating with the center, we are creating a comprehensive series of instructional videos that will cover critical topics such as advancing anti-racism in various fields including economics, education, health care, the media, law, politics, religion and sex. The goal is to ensure that more students can engage with these crucial topics in a flexible and accessible format, regardless of their schedules or locations. These videos will be incorporated into the curriculum in fall 2024.

The SIU System is conducting an ADEI policy audit that will be complete in 2024. This comprehensive review is designed to ensure all policies are fair and equitable, providing a supportive framework for all team members to flourish. The audit will identify and address any existing biases or barriers within current policies, reinforcing the SIU's commitment to ADEI.



# SIU LEADS THE CHARGE FOR DIGITAL EQUITY IN SOUTHERN ILLINOIS

The SIU System is working to increase equitable broadband internet access across Southern Illinois communities by participating in the broadband expansion initiative called Broadband Regional Engagement for Adoption + Digital Equity (Broadband READY). This program is a collaborative effort between the Illinois Office of Broadband and the Illinois Innovation Network that helps address digital inequities by providing grants to regional entities. SIU is the convener for the south and southwest regions, with grant awards to SIUC and SIUE to support community engagement and research initiatives. These grants have enabled SIU to enhance broadband access, adoption and utilization, focusing on creating a digital inclusion ecosystem through regional collaboration.



## DIGITAL INCLUSION

ensures that all individuals and communities, particularly the most disadvantaged, have access to and use of information and communication technologies.



## DIGITAL EQUITY

refers to the condition in which all individuals and communities have the information technology needed for full participation in society, democracy and the economy.

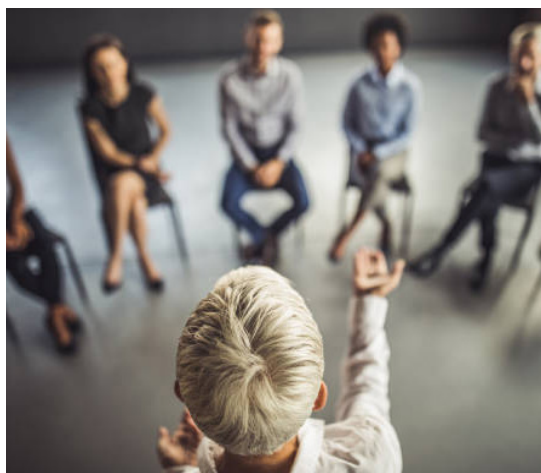
## INCREASING ACCESSIBILITY FOR BROADBAND

SIU Carbondale's technology suite at the Eurma C. Hayes Community Center is in its second year and has reached more people over the last year. The center offers the community free access to broadband, computers, tablets, printers and technology education.

SIU Edwardsville is growing their broadband accessibility network with community partnerships in Alton and St. Louis. Partnerships with TECHSTL and Alton Forward are helping SIU bring tech expertise, training and access to underserved communities



## PROVIDING SUPPORT FOR MENTAL HEALTH & SUBSTANCE USE RECOVERY



As part of an innovative move to bolster community wellness and support, the SIU Institute of Rural Health is partnering with community organizations to deliver the Certified Recovery Support Specialist Program (CRSS), a state workforce training initiative aimed at enhancing mental health and addiction recovery services. The CRSS program trains individuals to become certified recovery support specialists who provides peer support to individuals recovering from mental health or substance use disorders. These specialists combine personal experiences with formal training to offer guidance, support, and hope to individuals on their recovery journey.

This partnership with local businesses marks a significant step towards creating a more inclusive and certified supportive community environment. By integrating CRSS into various community partner organizations, SIU aims to enhance the network of support available to individuals in recovery, ensuring they receive the encouragement, training and assistance needed to thrive.



## SIU FARM FAMILY INITIATIVE GROWS

For many years, SIU has been working with the Illinois Department of Agriculture to provide a network of resources to address the mental health needs of the farming and agricultural workforce.



### PARTNERSHIP WITH ILLINOIS FUTURE FARMERS OF AMERICA (FFA)

The Illinois FFA Foundation, in partnership with the Illinois Department of Agriculture and Farm Family Resource Initiative at SIU School of Medicine Center for Rural Health and Social Service Development, granted funding to 16 Illinois FFA chapters to increase awareness of mental health and wellness in schools and communities. This created the Bend, Don't Break program that equips members of some Illinois FFA chapters with necessary skills and resources to address mental health needs in their respective communities. The FFA chapters carried out their projects from fall 2023 to spring 2024.



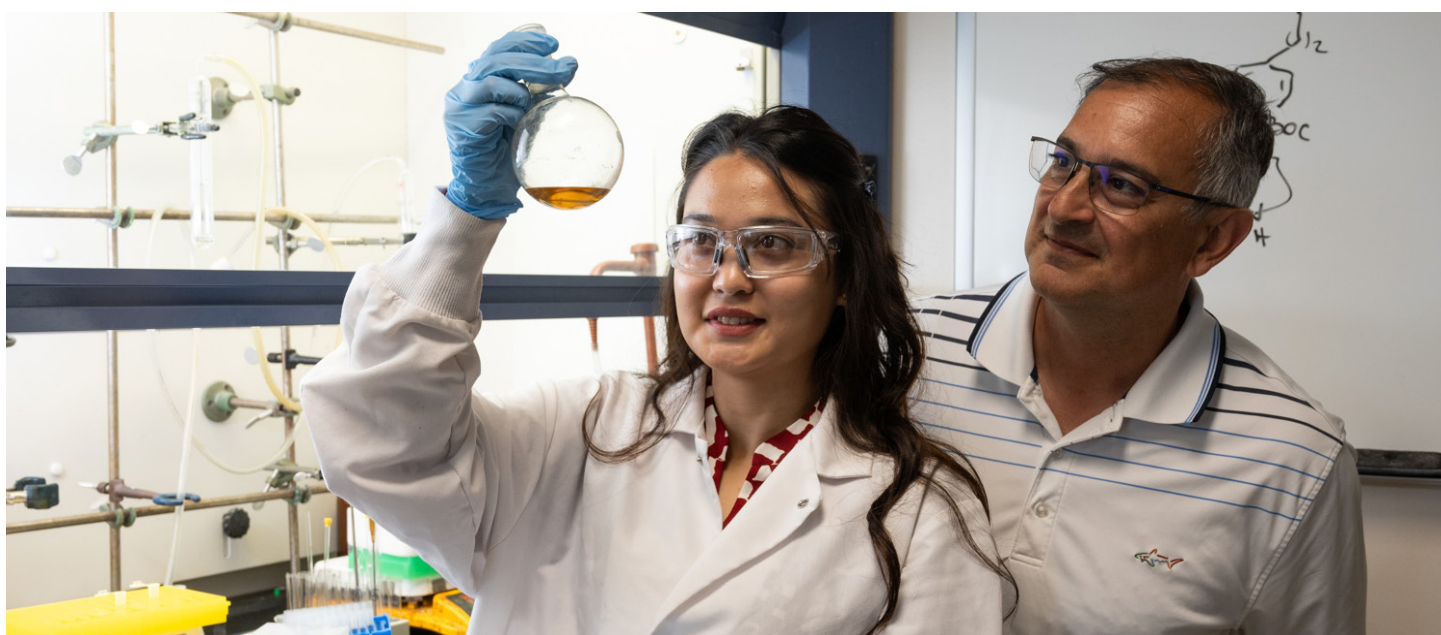
### PROVIDING FARM ACTIVITIES TO SENIOR CITIZENS

SIU worked to deliver farm-related activity supplies to 10 Illinois long-term care facilities in May 2024. The recipient facilities are in rural areas with many residents who previously lived on farms. The supply boxes included puzzles, coloring books, a farm photo book, butterfly houses to decorate and live monarch butterflies. The boxes also contained the Pollinators Ag Mag from Illinois Ag in the Classroom, a guide outlining effective ways to maintain connections to farm and rural settings in long-term care, and resources from the SIU Farm Family Resource Initiative. The residents greatly appreciated these boxes.

# GROWTH IN SIU COOPERATIVE PHD PROGRAMS

SIU's cooperative PhD programs offer students the unique opportunity to engage with courses and faculty from both the Carbondale and Edwardsville campuses, as well as the SIU School of Medicine in Springfield, fostering a rich environment for advanced research and scholarly pursuits. SIU has seen steady enrollment growth in the co-op PhD programs from 2020-2024.

The SIU co-op PhD programs serve as a model for interdisciplinary education and research, fostering innovation and preparing the next generation of scholars and leaders. Through this initiative, SIU reaffirms its commitment to creating a dynamic, collaborative academic environment that supports the highest standards of research and scholarship.



## A SYNERGISTIC APPROACH TO DOCTORAL EDUCATION

The co-op PhD programs at SIU are designed to leverage the strengths and resources of multiple campuses, creating an interdisciplinary framework that enhances the educational experience. This approach broadens the scope of available resources and expertise and promotes a culture of collaboration essential for addressing complex, multifaceted research questions.

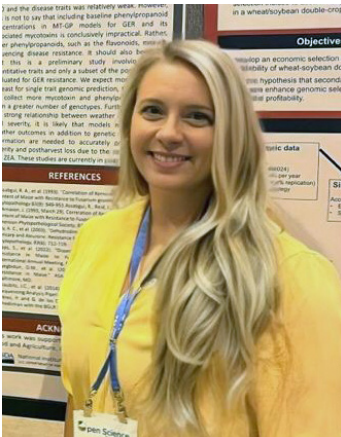
For students, the co-op PhD programs provide a robust platform for academic and professional growth. Access to a wider array of courses, research facilities, and mentorship opportunities enriches the doctoral experience, preparing graduates for successful careers in their respective fields. Faculty members also benefit from these collaborative programs, as they enable the sharing of knowledge and resources, fostering a vibrant academic community. Collaborative research initiatives and joint publications further enhance the reputation and impact of SIU's research endeavors.

The co-op PhD programs exemplify SIU's commitment to fostering research excellence and building strategic partnerships. By facilitating cross-campus collaboration, the programs not only enhance academic offerings but also contribute to the development of innovative solutions to global challenges. Students are encouraged to engage in collaborative research projects, leveraging the diverse expertise and resources available across the SIU System.

### CO-OP PHD PROGRAMS

- Engineering Science
- Historical Studies
- Pharmacology & Neuroscience
- Environmental Resources & Policy
- Computer Science





## CHARLETTE HASTY: ACHIEVING ACADEMIC AND PROFESSIONAL EXCELLENCE

Charlette Hasty is pursuing a doctoral degree through the SIU cooperative PhD program. As a student in the environmental resources and policy program, she exemplifies excellence in both her academic and professional pursuits.

Since starting the program, Hasty has tackled challenging coursework while maintaining a GPA of 3.8 at SIUC and 3.6 at SIUE. Her academic achievements are even more impressive given her full-time leadership role in the ethanol industry and as a working parent. In addition to balancing work, school, and family, Hasty dedicates 10 hours a week to training undergraduate students in the research laboratory, helping prepare them for real-life industry experiences and fostering a positive working environment on campus.

Hasty's research addresses critical issues in agriculture, including contamination in Midwest-grown corn. Her commitment extends beyond local concerns to global agricultural visions. Hasty's research on natural defense mechanisms in corn aims to safeguard crops and contribute to global food security, aligning with her dedication to advancing communities worldwide.

Outside the lab, she is dedicated to mentoring underserved students, drawing from her own experiences as a financially insecure undergraduate. Her goal is to support fellow students in navigating college successfully, embodying the spirit of service beyond academia.

"The co-op program in environmental sciences with SIUE and SIUC has provided an extraordinary path where I've discovered my purpose, amplifying my efforts in advancing agriculture and achieving excellence in research and education. As a full-time working mother, my commitment to making a lasting impact drives me to inspire others to pursue their dreams and education regardless of their circumstances, and the SIU System has made that possible."

- Charlette Hasty, SIU co-op PhD student

## SIU TECHNOLOGY & INNOVATION EXPO SHOWCASES RESEARCH AND ENTERPRISE

Innovators, inventors and entrepreneurs from across the Southern Illinois University System gathered in St. Louis for the SIU Technology and Innovation Expo (TIE) in October 2023. The event showcases technologies and research by faculty from SIU's Carbondale, Edwardsville and School of Medicine campuses. TIE brought the system's top researchers together with school leaders and entrepreneurs for a conference and networking.

The event featured professors' technology presentations and interactive exhibits, demonstrating our professors cutting edge breakthroughs that can have immediate impacts. Their work also illustrates our desire to build strategic partnerships with industry to promote the commercialization of these important discoveries. The expo concluded with a roundtable discussion of artificial intelligence. This event is focused on the future and how the SIU campuses are making future ideas a reality today. SIU leaders are working to make this an annual event that rotates between SIU campuses.



# EMPOWERING EXCELLENCE: SIU'S COMMITMENT TO PROFESSIONAL DEVELOPMENT & LEADERSHIP GROWTH

The SIU System has made significant strides in offering comprehensive professional development opportunities for staff and faculty over the past year. The SIU Staff Advisory Committee surveyed staff to get an idea of what types of professional development they desired and then used that feedback to design the professional development programs. These initiatives underscore the system's commitment to fostering a culture of continuous learning and leadership growth across all campuses. Professional development training is not just an initiative, but a testament to SIU's mission to empower its community, foster innovation and achieve excellence in all endeavors.

## PARTICIPATION GROWS WITH SYSTEM-WIDE LEADERSHIP WORKSHOPS

Beginning in 2022, the SIU System sponsored a series of in-person and online interactive leadership workshops for faculty and staff across all campuses. These workshops have seen enthusiastic participation, with a total of 1,303 staff and faculty members from Carbondale, Edwardsville, Springfield and Alton attending in recent years. In FY24, 485 staff members attended these in-person training sessions, an increase from 408 participating the prior year.



The workshops focused on leadership roles and covered various other critical topics to support leadership development and professional growth. The training sessions are highly interactive, incorporating group and individual activities. Participants engaged in exercises to identify the most important leadership roles for their current or future situations and developed actionable plans to implement these leadership lessons within their units.

Participant feedback on these workshops was positive. They stated that some of the key benefits of these workshops are:

- **Enhanced leadership skills:** Participants gained a deeper understanding of effective leadership roles and how to apply them in their professional contexts.
- **Actionable plans:** Each attendee left with a personalized action plan, enabling them to implement leadership strategies in their respective units.
- **Collaborative learning:** The workshops facilitated networking and collaboration among staff and faculty from different campuses, fostering a sense of community and shared purpose.



SIU also held training sessions for faculty and staff in 2024 focused on improving minority student retention. These training sessions were provided in collaboration with the Lumina Foundation, an organization committed to making learning opportunities available for all. In February 2024, SIU received a \$300,000 grant from the Lumina Foundation to implement evidence-based interventions to improve academic progress, faculty development and increase students' sense of belonging.



## SIU SYSTEM CREATES FACULTY AWARDS TO HONOR & ENCOURAGE SIGNIFICANT ACHIEVEMENTS

In September 2023, the inaugural SIU System Faculty Collaboration Award was awarded to two associate professors at SIUE and SIUC. This award was created to highlight and encourage collaboration with faculty across SIU System campuses. The 2023 winners of this award are Dr. John Matta, SIUE associate professor and department of computer science chair, and Dr. Koushik Sinha, SIUC associate professor in the school of computing.

Matta and Sinha's project called, "Estimating the Burden of HIV in Semi-Urban and Rural Illinois," involved surveying communities affected by HIV in Southern Illinois and focused on small, hard-to-reach groups in rural communities that included drug injectors, prostitutes, gay men, street youth and the homeless, among others. Their analysis revealed disparities in these communities with health care access, discrimination and economic challenges. The project has broad impact in the areas of teaching, student learning, scholarship, creative activities and anti-racism, diversity, equity and inclusion.



(Left to right) SIUE Chancellor James Minor, Dr. John Matta, Dr. Koushik Sinha, SIU Carbondale Chancellor Austin Lane and SIU System President Dan Mahony.

**"This collaborative work between SIUC and SIUE is so important. We are fortunate to have many bright, innovative faculty at SIU who make impressive progress with their collective expertise, and it is important to recognize SIU teamwork."**

- SIU System President Dan Mahony

## SIU HONORS ANTI-RACISM, DIVERSITY, EQUITY & INCLUSION WORK WITH LIFETIME ACHIEVEMENT AWARD

Dr. Venessa A. Brown and Professor Kathryn Bentley of Southern Illinois University Edwardsville were the recipients of the 2024 SIU Dr. Wesley G. Robinson-McNeese ADEI Lifetime Achievement Award. This award was established in 2023 and recognizes those whose careers include 20 years of service and advocacy in anti-racism, diversity, equity and inclusion within the SIU System. Dr. Pamela Smoot, an assistant professor of history in the Southern Illinois University Carbondale School of History and Philosophy, received an honorable mention for her ADEI work.



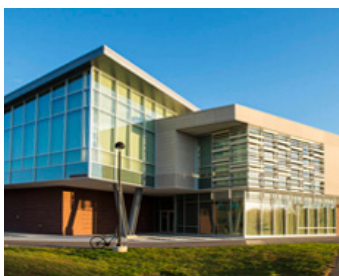
Brown is the associate athletic director for ADEI, chief diversity officer for intercollegiate athletics and a professor in the SIUE College of Arts and Sciences Department of Social Work.



Bentley is an associate professor in the SIUE Department of Theater and Dance, director of Black studies and the director of IMPACT Academy. Bentley is also co-founder of SIUE's Black Theatre Workshop.

# SIU CHAMPIONS SUSTAINABILITY WITH NEW INITIATIVES & GREEN MILESTONES

Sustainability has been a focal point of SIU System initiatives over the past year. The system has demonstrated its dedication to sustainability through various impactful initiatives and projects, making significant strides toward a greener and more sustainable future.



## SIU ENERGY USE INTENSITY SCORE

A key metric for measuring sustainability efforts is the energy use intensity (EUI) score, which indicates the energy efficiency of buildings. This is the U.S. Environmental Protection Agency's benchmark for determining its Energy Star ratings for buildings. A lower EUI score is better, signifying more efficient energy use. The average EUI score across the SIU campuses stands at 158.43, significantly better than the national average score of 180.6. This impressive performance highlights the effectiveness of our energy-saving measures and our commitment to reducing our carbon footprint. The buildings pictured above are some of the energy efficient buildings on our campuses.

## SIUE'S HEALTH SCIENCES COMPLEX: A MODEL OF SUSTAINABLE DESIGN

Illinois Governor JB Pritzker joined SIU leaders to break ground on the new health science complex in September 2023, the future home of SIUE's schools of pharmacy and nursing.

SIUE is setting a new standard in sustainable building design with this new 221,000 square foot complex that will become the largest building on campus. This state-of-the-art facility is designed to achieve the U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED) v4 silver rating. LEED-certified buildings are recognized for their improved operating efficiencies, reduced carbon emissions and healthier environments for occupants. The SIUE Health Sciences Complex will serve as a beacon of sustainability, showcasing SIUE's commitment to environmentally responsible construction and operation.

The new health sciences complex not only demonstrates SIU's commitment to sustainability, but also to innovate and define the future of health care education with modern classrooms, simulation laboratories and collaborative study spaces.

Funding for this \$105 million project is made possible by the bipartisan Rebuild Illinois Capital program, the largest capital plan in the state's history. The complex is expected to be complete in 2025.





## SIUC'S NEW SUSTAINABILITY DIRECTOR

SIUC has taken a significant step forward in its sustainability efforts by hiring Aimee Lemrise as the sustainability director. Since her appointment in April 2023, Lemrise has been a driving force behind several key initiatives.

### STAFFING THE OFFICE OF SUSTAINABILITY

Lemrise successfully hired four graduate assistants, creating a dedicated team to support the university's sustainability goals.

### SIU SUSTAINABILITY COUNCIL & GREEN FUND GRANTS

The SIU Sustainability Council awarded \$173,000 in 15 grants from the SIU Green Fund. These grants are aimed at enhancing campus sustainability through various innovative projects.



### GIVE BEFORE YOU GO PROGRAM

This program was designed to reduce waste when students move at the end of the school year in collaboration with university housing, Rotary and campus ministries. The initiative diverted over three tons of unwanted items from landfills during the spring move-out, promoting waste reduction and community donations.

Approximately **4,420 lbs**  
of bedding and household items  
were donated to a local warming center.

**105** bags of clothes went to the  
SIU Wesley Foundation and a thrift store.

**20** microwaves and **23** mini fridges  
were donated to those in need.





**Southern Illinois University System**

ONE SYSTEM | MANY LOCATIONS | STATEWIDE IMPACT



**EMPOWER PEOPLE. TRANSFORM THE WORLD.**