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Cheng: No layoffs this budget year

RYAN VOYLES
Daily Egyptian

Though they are unpleasant, Chancellor Rita Cheng says unpaid closure days are better than the alternative — layoffs.

"These are not something that we choose to do, but we need to make sure that this university has the resources it needs to move forward," she said. "We need to encourage students to come and we need to continue to provide the high-quality student experience here on campus."

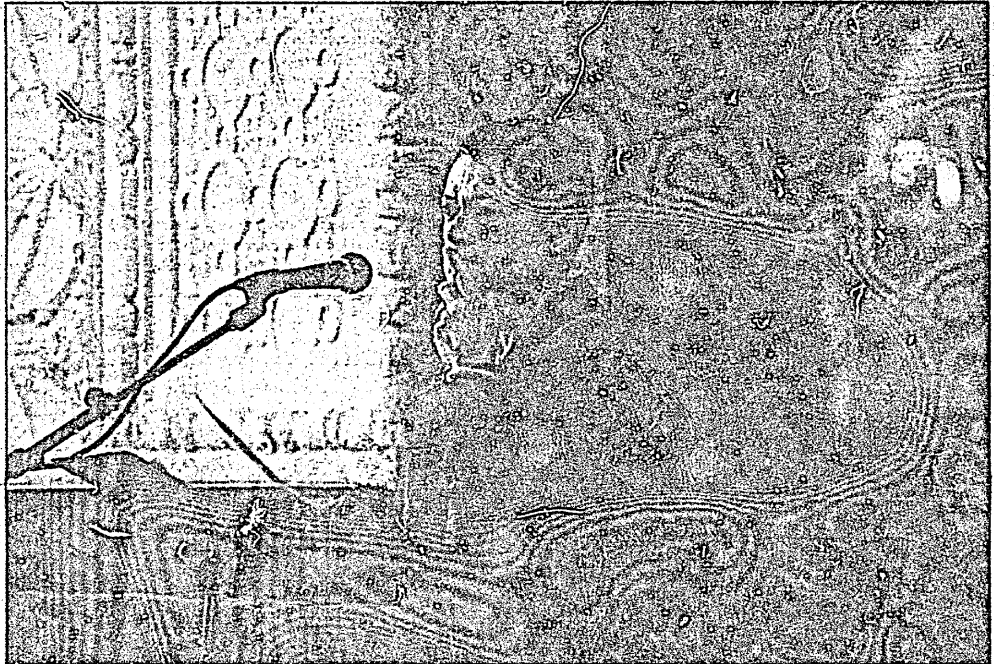
Cheng addressed about 50 civil service staff members Monday at Shryock Auditorium, answering questions received before the meeting as well as impromptu questions from those in attendance.

Many of the questions were about the implementation of unpaid closure days and their effect on civil service employees, as well as whether the restructuring announced Dec. 6 would affect civil service workers.

Cheng sent an e-mail to the university community Nov. 3 in which she said there would be four unpaid closure days implemented this school year. The first was on Nov. 24, and the next three days are Dec. 23, Jan. 3 and March 15, days on which there are no classes.

Civil Service Council President Mark Wetstein said he was thrilled Cheng could come and answer many civil service employees' questions discussed in the past.

"This provides a great opportunity for the chancellor to come and meet some of the staff and address their needs," Wetstein said.



LAUREN LEONE | DAILY EGYPTIAN

Chancellor Rita Cheng fields questions Monday from civil service workers about unpaid closure days, the restructuring of student affairs and possible layoffs in the Shryock Auditorium. The meeting

was held to encourage open dialogue between civil service workers and administrators, Cheng said. At the meeting, she said administrators are doing everything they can to avoid layoffs.

Cheng said even as she entered her position, she realized the university faced budget challenges. She said plans have been in place to correct the budget concerns since she began her transition to the chancellor position in the spring.

She said through all the conversations, administrators wanted to do everything they could to avoid layoffs.

"We are going to avoid layoffs,"

Cheng said. "It's as simple as that." She addressed the confusion regarding the first unpaid closure day, where employees whose unions had not agreed to terms with administrators were required to come into work.

She said her message has always been the same: "I'm not authorized to not pay you."

Please see CIVIL SERVICE | 2

New college model aims to help student involvement, retention

RYAN VOYLES
Daily Egyptian

SIUC administrators say they hope the implementation of the University College Model on campus will have the same success it had on other campuses.

The immediate restructuring of units on campus, including the realignment of the Division of Student Development, is necessary for SIUC to create a university college, said Chancellor Rita Cheng. She said it would allow for closer involvement with incoming students, and keep them engaged through their college careers.

The underlying premise is that there would be a unit on campus which is dedicated to the success of undergraduate students, and has the authority to schedule courses and monitor students' success before they

get into their major," Cheng said.

The restructuring will place New Student Programs, the Center for Academic Success, Student Support Services, Supplemental Instruction, University 101, Residential Life, Career Services and Pre-Major Advisement and International Programs and Services under the control of Incoming Provost Gary Minish.

Several departments will also be under the control of Kevin Bame, vice chancellor for administration and finance, including Housing, Recreational Sports and Services, Rainbow's End, Student Development, the Student Health Center, Counseling Center and the Student Center.

The Bursar's Office will become part of Enrollment Management, while Disability Support Services, Veterans Services, Student Judicial Affairs, Multicultural Programming and Student Legal Affairs will report

to Dean of Students Peter Gitau. Gitau will report to Minish.

Julie Payne Kirchmeier, director of university housing, said plans have been in place for several years for SIUC to move toward a university college format, but the push for it did not start until Cheng began as chancellor.

"(Cheng) sees the value in aligning our departments to best benefit our students," Kirchmeier said.

She said they have analyzed how several other universities used the University College Model, specifically Indiana University-Purdue University Indianapolis.

Richard Ward, interim dean of university college at IUPUI, said the university is celebrating its 10th anniversary of having a university college format. He said it helps students ease into the college experience and get adjusted to college academics be-

fore going into their majors.

"A large number of students at any university are not ready yet for their majors," he said. "So if a place has a university college... the student will start in there until they are ready to go into their school. We are primarily here to help students succeed in their majors."

John Nicklow, interim associate provost for enrollment management, said Thursday at the SIU Board of Trustees meeting the restructuring would allow programs aimed at incoming students, such as Saluki First Year and Saluki Startup, to work closer together to achieve the common goal of recruitment and retention.

"The stakes are high and the staff committed to this is very talented and they will get the job done," he said.

Ward said the university college system allows for more direct

contact between administrators and students, which helps make students feel welcome and makes them want to continue their studies at the university. He said it makes students want to stay at the university, which helps retention.

Kirchmeier said she hesitates to use the word retention, but getting the students involved in the university can only help.

"If we can focus on what is successful for students, then retention is going to be a by-product," she said. "And as retention grows, so does (students') persistence to their degree. And every student who comes into the university has that thought, 'I want my degree.' This will help us get them there."

Please see COLLEGE | 2

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CIVIL SERVICE
CONTINUED FROM 1

"We don't tell people not to work on this campus," Cheng said. The Association of Civil Service Employees, the civil service union, is one of the seven unions on campus that have yet to come to terms with new contracts that include the closure days. Local 878, American Federation of State, County and Municipal Employees Council 31 and three units under the Fraternal Order of Police Labor Council have also not come to terms with new contracts. Graduate Assistants United will not be affected by the closure days.

Cheng said she wanted to show the civil service staff how important they were to the university, and how the university would do everything it could to prevent any layoffs. However, while she said she guaranteed there would be no layoffs this fiscal year, she said the uncertainty surrounding next year's budget prevents her from making the same guarantee.

Though many civil service employees declined to comment after the meeting, those who did said they were impressed with the presentation.

Betty Johnson, an office support specialist at the Student Health Center, said the answers Cheng provided were expected, but she was pleased with the responses.

"I thought it was more positive communication than what I've recently received," Johnson said. "Overall, I thought it was informative, interesting and answered a lot of questions."

Sharon Fuller, an office support specialist at the Student Health Center, said she shared Johnson's assessment of the presentation. Cheng did the best she could to help answer questions about the tough situation the university is in, Fuller said.

"(Cheng) can't predict the future, and we want her to be able to predict it, and be able to tell us that everything will be OK and nothing will happen to us," she said. "That's not possible."

COLLEGE
CONTINUED FROM 1

The use of a university college could even help a university find its identity, Ward said.

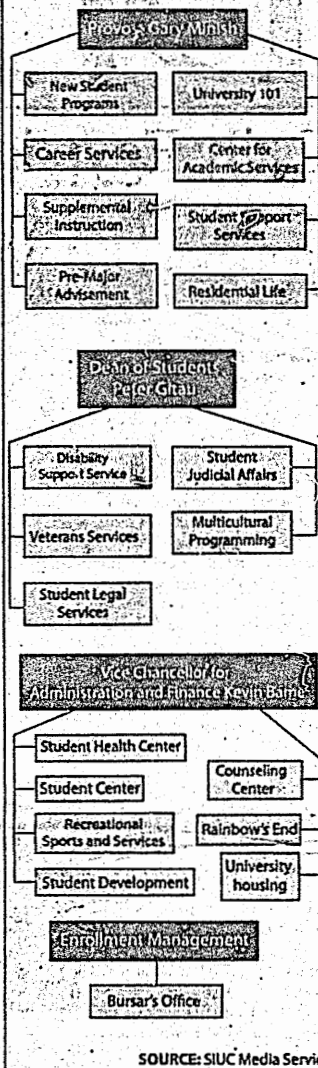
Before IUPUI used its university college structure, he said the university struggled with a "lack of identity," as it is the urban campus for both Indiana and Purdue University. Once the program began though, Ward said involvement on campus increased.

"Everybody, initially at least, went through the university college and they got to meet other students and their advisers," he said. "This made student engagement go up, and I really think it became a turning point for our university."

Cheng said she hopes people will be able to see a difference as early as spring, with incoming Provost Gary Minish assuming responsibility over most of the units.

"We're going to be looking at the efficiency and making sure we have everything in place," she said.

Restructuring of student affairs



SOURCE: SIUC Media Services

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Chancellor's Office reduces positions, campus support with cuts



JACOB MAYER
Daily Egyptian

The Chancellor's Office eliminated four positions, restructured two and had to cut back on the money it gives student groups because of budget cuts, Chancellor Rita Cheng said.

Cheng said the Chancellor's Office is made up of her and the clerical staff, along with other departments such as University Communications, the Diversity Office and the Ombudsman Office.

She said those departments report directly to the Chancellor's Office and each helped the office make the cuts.

Three of the eliminated positions were part of the University Communications staff, and those people were transferred to the enrollment management office, which had open positions, Cheng said.

Two positions in the Associate Chancellor for Institutional Diversity Office were open, but one has been filled and the other will soon be filled as the office is restructured, said Linda McCabe Smith, associate chancellor for institutional diversity.

Smith said the position that will be filled is in the Office of Diversity and Equity and the position that has been filled is in the Hispanic Resource

Center, which will likely open in late January in Woolly Hall.

The final spot was in the Ombudsman Office. It had been vacant and will not be filled, Cheng said.

"The Chancellor's Office doesn't have very much of a budget at all, and that was the salary lines' effect," she said.

Cheng also said her office provides support for some student groups, faculty, tutoring services, classroom updates and the Dewey center, but the budget cuts have affected how much money it can give.

"Most of the units will tell you that they asked for some support," she said. "They usually get about one-third of what they had in the past because we just don't have the cash."

As the university faced a \$15.3 million shortfall coming into fiscal year 2011, Cheng said in an e-mail to university personnel Aug. 2 she had asked each department on campus to submit plans for an average 4 percent reduction in its budget for the fiscal year. The SIU Board of Trustees approved this year's budget Sept. 16, which listed the 4 percent cuts as saving \$7.3 million.

Cheng also said at the State of the University address Sept. 30 she asked all non-academic units to cut an additional 1 percent from their budgets for the coming fiscal year.

The cuts cost the Chancellor's Office approximately \$200,000, which primarily came from salary lines and the limited amount of support for groups on campus, Cheng said.

Michael Ruiz, director of University Communications, said the savings for the three positions that were transferred

to enrollment management came to about \$121,000. He said he does not expect to regain those positions.

"That's it, they're gone," he said. "If we ever get more money in the future, we'll look to other areas of need in our department."

Ruiz said the department decided to eliminate positions from its budget so money for marketing initiatives would not be touched. If done correctly, he said the university's marketing and advertising efforts will help improve the enrollment problems.

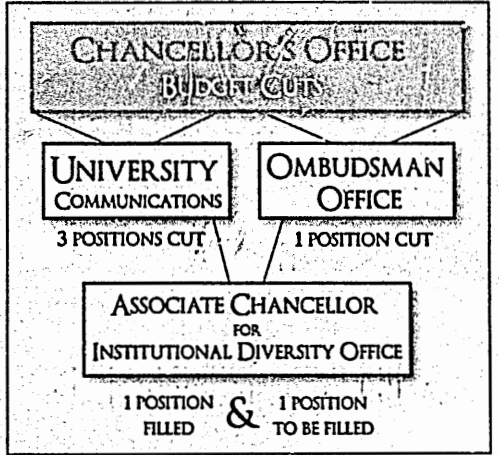
Cheng said the Chancellor's Office has a small "other than salary" budget, or the part of the budget that includes everything except salary costs, because it does not need as many material resources as academic units.

Like many departments on campus, Cheng said the people in her office have worked harder to make up for the reduced staff and has had to do without some of what they had in the past.

"We cut back on all of the same things everybody else has," she said. "We have extended the life of our copy machines. We're not replacing computers as quickly as we used to. People are very conscious of making sure that the work gets done even though we don't have the luxury of bringing in part-time help or anything during peak-time projects."

Ruiz said the people in his department also have taken on more responsibility, and some projects have been put on hold.

"The staff that can wait, well, it waits," he said. "We're different here in that luckily almost all of the services we



CALEB WEST | DAILY EGYPTIAN

SOURCES: Chancellor Rita Cheng and Associate Chancellor for Institutional Diversity Linda McCabe Smith

provide are to the rest of the campus, so we're not an academic unit and have classes going on and things like that, but I think the effect is still the same whether you are an administrative or academic unit—you don't have enough money."

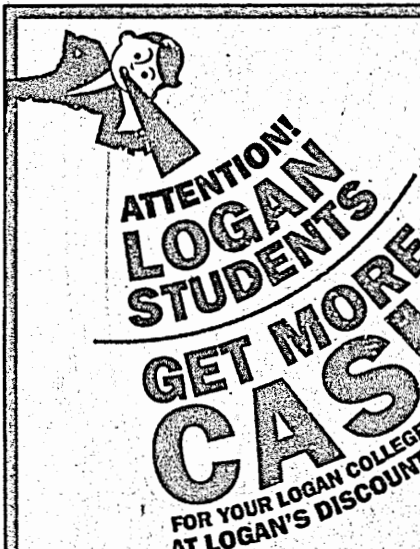
Cheng said she is working with the Chancellor's Planning and Budget Committee to find long-term solutions to the campus budget situation.

"We will be looking at any duplication of efforts, we are going to be looking to streamline our operations across the administration," she said. "That's longer-term things that can happen next year and beyond."

Because of the economic problems at the state level and trends regarding funding of higher education across the country, Cheng said she thinks the university's budget situation might get worse before it gets better, but she sees positive signs for the future as the state gets money to support the university.

"I do see that, long-term, it's a bright future for SIU," she said. "The state is already talking about when they get money, they will be supportive of SIU."

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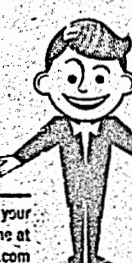


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Voices

Tuesday, December 14, 2010 • 5

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GUEST COLUMN

Manage test anxiety, improve performance

Xiaoyan Fan
professional psychology intern
Counseling Center

If, when you walk into class on test days and become nervous, you feel your heart beating faster and your muscles tensing, if your hands are cold and shaky as you write your name and you suddenly think you remember nothing you studied, and if you struggle to read and understand the test because you've gone blank and nothing makes sense, you may suffer from test anxiety.

Feeling anxious about an exam

is normal. It is actually beneficial to be moderately stressed before the exam, because a little stress can give you the right amount of adrenaline you need to perform better. In addition, moderate stress can motivate and alert you, even help you recall information you may not have remembered. However, if your stress level is too high, you can be overwhelmed and have difficulty concentrating. It can hurt your preparation and performance on exams. Some symptoms of test anxiety include: a blank mind, racing thoughts, difficulty concentrating, not remembering informa-

tion during a test but recalling it afterward, nausea, stomach aches, faintness, sweating, headaches, an increased heartbeat, dry mouth and tense muscles.

The causes of test anxiety are varied. It can be due to past experiences failing a test. It may result from limited preparation for an exam. In addition, negative thoughts such as "I always do poorly on tests" or "Everyone is much smarter than me" can increase anxiety.

So what can you do to manage the test anxiety?

Prior to the test: Get enough sleep the night before the test.

Begin your day with a moderate breakfast and avoid caffeine. Try to do something relaxing at least one hour before the test. Arrive at the test location early so you can sit where you are most comfortable. Avoid people who are anxious and might cause you to doubt your knowledge.

During the test: If you start becoming overwhelmed, just pause. Tell yourself "I can be anxious later, now is the time to take the exam." Take a few moments to focus on something in the room. Feel the texture of the desk or your pen, listen to the sounds of the lights

in the room or look at something in the room. This can help you clear your mind before continuing the exam. You can also practice a breathing exercise to help you relax: Inhale slowly and deeply through your nose to a count of five, pause and hold your breath to a count of five. Exhale slowly through your nose or mouth to a count of five. As you exhale, allow your whole body to just let go. You might visualize your arms and legs going loose and limp like a rag doll. Now that you are calm and relaxed, you can finish your exam. Good luck with finals.

GUEST COLUMN

Community should support Carbondale children

Amy Erickson
founder, Connecting All Parents
with School

"Bah Humbug" should not be the mantra of the citizens or of the Board of Education of Carbondale Elementary School District 95. This holiday season will reveal if each wants a reciprocal relationship, supporting the other and creating goodwill for all.

Presently, the school board is completing a review of its newly adopted board policy manual, which determines how the board will direct the superintendent to carry out his or her goals, many of which are mandated by state laws.

At the same time, a new tax levy by District 95 in December is quickly being considered by the Carbondale community, which will

undoubtedly help already-strapped school budgets.

Among the issues up for school board review were deleted policies regarding special programs for community groups, community resource persons and volunteers, citizens advisory committees, relations with special interest groups and anti-harassment (parents and community are removed in the new policy).

Although the board has been presented with a community survey created by the Illinois Association of School Boards, indicating the respondents want the district's incoming superintendent to care about them and be community-oriented, the District 95 Board of Education seems to stand firm on deleting the policies which define the parameters of how this will be accomplished.

A new superintendent for District 95 will be hired in early 2011. So, is it mere coincidence or neglect on the part of the current board to delete the policies that are the framework for the citizen and community involvement the surveys showed? You be the judge.

According to the Illinois Association of School Boards, local boards found that citizens were more likely to be sympathetic with survey results when shown that their own need assessments were taken into account.

Current policies direct the board to reach out to the public and represent the needs and desires of the community by initiating regular news releases concerning district programs, policies and activities. Where is the follow through?

But since these new changes

have been in motion, community involvement has dropped.

In fact, instead of inviting community members or organizations to the table to talk, because of a new stipulation citizens have been muzzled and can no longer ask questions and give comments during the working subcommittee meetings.

You, the citizens and taxpayers, according to the Illinois Association of School Boards, are the "district's owners" and need to be heard. Not replacing policies about the community's involvement doesn't fulfill the school board's role as trustee for the community.

District 95 is about to assess a 9.92 percent tax levy. To learn more, attend the "Truth in Taxation" hearing at 7 p.m. Dec. 16 at Thomas School. As much as it's

time for citizens to support its schools financially, it's now time for everyone to assess if current board members are interested in respecting the voice of parents and the community they've heard.

You can take action. Attend the Dec. 16 board meeting. Send a letter to the board president, Roger Pfister, and inquire about how you as a citizen or community organization can work with the incoming superintendent. Find contact information at www.ces95.org, or call the school district office at (618)-457-3551.

As a community that cares about its involvement with its schools and its children, we must do more. For the sake of all Carbondale District 95 children and parents, support our schools and please make your voice heard.

LETTER TO THE EDITOR

Holiday decorations not a celebration of Christianity

DEAR EDITOR:

Few topics make me upset enough to actually respond, but Megan Schmidt's Dec. 13 letter about the clock tower carols became one of those topics. Her belief that a "decorated pine tree is one that is deeply embedded in Christians' Christmas imagery" is the actual fallacy here, not the holiday trees. If the decorations were the choice of Christians, I am certain that a manger containing

their savior, Jesus Christ, would be the imagery of choice rather than a Christmas tree or a "holiday tree."

She wants diversity; I respect that. I do believe, however, that if we are representing all religions, then Christianity should be included in these representations. Megan, I am truly sorry that your menorah was not displayed in the library, but maybe now you understand what it is like to be told, or in this case shown, that your

religion cannot be represented.

I have not seen a nativity set displayed in Morris Library. Whatever you embrace as your holiday custom is your decision, but please know that as a Christian, Jesus is the reason I celebrate this season, not a decorated pine tree. With that said, Merry Christmas.

Stephanie Lynn Carter
Junior studying
elementary education

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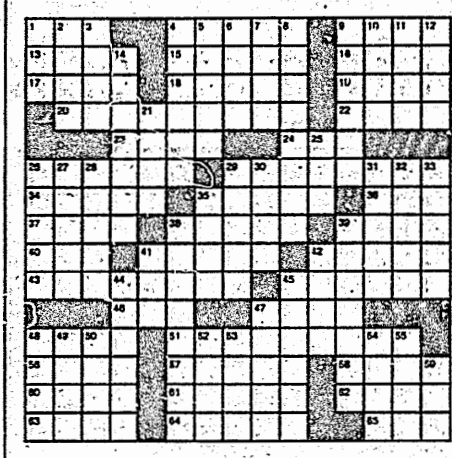
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- ACROSS**
- 1 Give a nickname to
 - 4 of, before
 - 9 Volcano output
 - 13 of weight
 - 15 Marsh plant
 - 16 "See no, hear no."
 - 17 Ring
 - 18 Book leaves
 - 19 Facial feature
 - 20 Unabashed
 - 22 "the night before Christmas"
 - 23 Skillets
 - 24 Actor Wallace
 - 26 Bosoms
 - 29 One concerned with right and wrong
 - 34 Wasp nest spots
 - 35 Solved
 - 36 Morning moisture
 - 37 Zealous
 - 38 Bushy-tailed forest animals
- DOWN**
- 1 Short swim
 - 2 Employs
 - 3 Uninteresting

- 4 Fluttering trees
- 5 Cures
- 6 Border
- 7 Grows old
- 8 Cakes and pies
- 9 Legume often used in soup
- 10 Declare openly
- 11 Passport stamp
- 12 Frothy drink
- 14 Passed, as time
- 21 Floor pads
- 25 down; redine
- 26 Call a halt to
- 27 Place of refuge
- 28 Out, as tenants
- 29 Mingled
- 30 Gold & uranium
- 31 Peaceful poem
- 32 Twisted fabric
- 33 Coat material
- 35 out; mete
- 38 Hazelnuts
- 39 Song to rock the cradle by
- 41 up band
- 42 Fishing lure

Monday's Puzzle Solved

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	COD	LAIRD
KHAKI	BOY	BEACH
RODS	GIG	CORNER
AND	MONITOR	TAT
FOLDED	CUB	WISE
THE	FATAL	DICED
SHELLED	VINEGAR	
NOVA	AIDED	NINE
ABET	MAINE	EVIL
GONE	SLEDS	DENY

BASKETBALL

CONTINUED FROM 8

Patterson played in each of the Salukis' eight games this season to average 0.8 points and 1.8 rebounds a game.

Tiber said the team needs to take better control of the ball, find a way to score points and attempt to contain Wright State's point guard in order to compete today.

Wright State senior LaShawna Thomas, a 5-foot-6 point guard, averages 16.6 points and five rebounds per game and leads the team with 35 minutes per game and 46 assists on the season. Tiber said she is a force the Salukis have to be prepared for.

"I don't know who is going to guard her. I don't know if we can guard her," Tiber said. "I haven't seen too many teams they've played guard her, and that's not saying anything negative about us."

SIU might run a zone defense throughout today's game in an effort to contain Thomas, Tiber said.

Against IUPUI, the Salukis turned the ball over 31 times and a large number of those were unforced, she said. Tiber said the team has worked on getting the ball inside, spacing the court better on offense and screening to create shots, instead of having everyone in the paint causing

pandemonium like they did in the IUPUI game.

Swinger said the Salukis will have to be more responsible and accountable with the ball, and work on down screens so the low-post players can create shots for guards.

Freshman guard Sidney Goins said her first start as a point guard against IUPUI was different, but she is ready to play any position. Goins had two points, three rebounds and three turnovers against IUPUI. She has proven she can score with a 21-point effort against Vanderbilt, but there are a few aspects of her game Goins said she wants to improve.

"I have the speed, but I don't have the ball control," she said. "I need to work on that and be mentally prepared to push myself through, because the point guard is a hard position. (I) have to be very in shape and mentally tough to not make errors."

Tiber said Goins didn't do anything wrong at her new position, but she'll suit the team best at the shooting guard position today. Freshman guard Brooke LeMar will start at point guard, Tiber said.

The Salukis will host Wright State 7:05 p.m. today at the SIU Arena.

Brandon LaChance can be reached at blachance@dailyegyptian.com or 536-3311 ext. 282.

COLUMN

CONTINUED FROM 8

When discussing a game they lost, the Salukis never say "We need to score more baskets," and hardly mention the offense at all. Call me old school, but I feel defense does win games. (See the Boston Celtics in the 2009-2010 NBA Playoffs.)

Although they're 5-5, the Salukis have shown brilliance in every game. In the season opener Nov. 13 against University of Illinois, which was No. 13 in the country at the time, the Salukis played solid defense and were only down 11 at halftime, but were simply outmatched. On Nov. 26 against then-No. 8 Purdue, the Saluki defense only allowed one field goal in the first 10

minutes of the game.

With all the negativity surrounding Lowery's last few seasons and high roster turnover rate, he may deserve a little appreciation. Americans give murderers and drug dealers second, third or fourth chances; there is no reason to not give Lowery a nod for a good job.

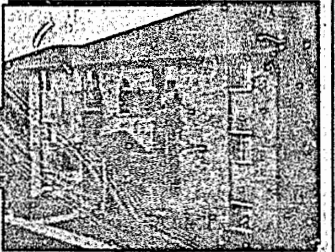
It took him a few years, but he is slowly developing a team that wants to play his style of basketball.

This may not be the year for champagne celebrations, but I wouldn't be surprised to see some in the near future.

Brandon LaChance can be reached at blachance@dailyegyptian.com or 536-3311 ext. 282.

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BANTER

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SALUKI SHAKERS

Team to switch up routines for nationals

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WOMEN'S BASKETBALL

SIU looks to snap losing streak

BRANDON LACHANCE
Daily Egyptian

The mindset of the Salukis changed from game to game and hurt the team's opportunity to win games, senior forward Katrina Swingler says.

Instead of playing at the level of the competition, the team needs to play at the high level it's capable of to win games like the one today against Wright State at the SIU Arena, she said.

"Against Vanderbilt, our mindset was 'This is going to be a really tough team, so we need to be ready,' and we played good," Swingler said. "(We) come out to IUPUI, they're not as good, so as a team, our mindset was to relax."

The Salukis (1-7) are on a three-game losing streak that includes Friday's 65-48 loss to IUPUI, an 81-68 loss to Vanderbilt on Dec. 7 and a 66-39 loss to Saint Louis Dec. 2. Wright State (4-4) lost 74-70 in its last contest against Longwood University-Virginia. The Salukis, who lost senior forward Eboni Crayton to an ACL tear against Saint Louis, will be down another player for today's game, as freshman point guard Olivia Patterson has left to return to her family in Kansas.

"She's just left the team on her own decision for personal reasons; she needs to go back home and we completely support her decision," SIU coach Missy Tiber said.



STEVE BERCZYNSKI | DAILY EGYPTIAN

Sophomore guard Antishia Wright, at right, runs through drills with her teammates at practice Monday at the SIU Arena. The

Salukis will attempt to end their three-game losing streak against Wright State today at the arena.

Please see BASKETBALL | 7

STAFF COLUMN

Saluki basketball down but not out



The Salukis have fallen on some tough times since the 2007 NCAA Tournament Sweet 16 appearance, but with new changes and a restored focus on the aspects of the game that once made SIU a dominant program, Coach Lowery's crew can hike back up the Missouri Valley Conference ladder.

After SIU lost in Kansas in the Sweet 16, it hasn't made it back to the tournament and hasn't been invited to any postseason play beyond the MVC tournament the last two seasons. Although the Salukis (5-5) don't seem worthy of a NCAA Tournament bid this season, they are making strides to return to the

Though Dillard was Mr. Basketball in Illinois and Booker was a top high school recruit, records of 13-17 and 15-15 don't make them irreplaceable in a lineup.

promised land known as mid-major prominence.

Any team can bounce back from a tough stretch, but it would say more for a program with the roster turnover rate Lowery has gone through: It seems every season has a different look due to players transferring or leaving. Last season, Kevin Dillard, Anthony Booker and Nick Evans were in the starting lineup, but now all are either on a different campus or they don't play anymore.

Though Dillard was Mr. Basketball in Illinois and Booker was a top high school recruit, records of 13-17 and 15-15 don't make them irreplaceable in a lineup.

I have heard people bash Lowery,

his salary and his results with SIU all day long, and at times, I have agreed. But at the same time, he's finally figuring out what he wants to do and how to run the program instead of following former Saluki coach Bruce Weber's blueprints.

The Sweet 16 run was with Weber's recruits, not Lowery's. His recruiting classes have shown much promise with top-notch players like Dillard, but for some reason, none besides senior forward Carlton Fay and senior guard Justin Bocot have worked out to this point. It could be the battle of egos between coaches and young players who think they're basketball gods because of attention received in high school, or it could be that every player

doesn't fit with every coaching plan.

After Weber recruits Brian Mullins, Randall Falker and Matt Shaw left, the defensive tenacity the Salukis once had was gone. Instead of trying to find players to replace those leaving, it seemed Lowery gave scholarships to players who didn't fit the defense-first system. He went after players who were used to putting up big offensive numbers every game with little defensive effort, which changed how SIU played on the court.

The new style of play wasn't what Lowery wanted and he tried to change how these players played the game after they developed a certain style throughout their basketball careers. Neither side enjoyed the

situation, and this led to many divorces between scholarship athletes and SIU basketball.

The group of players he has on this season's roster shows Lowery realized he needs his team to want to play defense and team ball.

Every time a Saluki is interviewed, the quotes "Defense is first" or "Our defense makes offense easier" are heard, whether it's Bocot discussing the perimeter or sophomore center Gene Teague saying he needs to block more shots or hit the boards harder. Senior guard Jack Crowder can come off the bench and put up 10 points per game if he wanted, but he said in the Southeast Missouri State postgame conference he is going to do what Lowery wants him to do.

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