

**Faculty Senate Resolution in Response to
the University's Recently Announced Faculty Layoffs**

RATIONALE

WHEREAS, the concept of the university evolved during the European Middle Ages to designate a guild of master students and teachers and is currently defined by the Oxford English Dictionary as “an institution of higher learning offering tuition in traditionally non-vocational subjects and typically having the power to confer degrees”¹; and

WHEREAS, a public institution of higher learning in Macomb, Illinois that serves the Western Illinois region and beyond currently operates under the modern designation of university and identifies four core values, the primary of which is “Academic Excellence”; and

WHEREAS, the faculty of Western Illinois University are charged with being stewards of the University's mission and core values through their teaching and primary duties, through their scholarship, and through their service; and

WHEREAS, the administrators of Western Illinois University are charged with being stewards of the University's mission and core values through personnel decisions that safeguard the quality of the educational experience the University offers its students; and

WHEREAS, the challenges of difficult budgetary circumstances prompted the announcement of faculty layoffs on December 8, 2015 without the concurrent publication of the rubric by which faculty reduction decisions were reached or the sufficient evaluation of contributions made by academic departments, programs, and faculty in the creation of said rubric; and

WHEREAS, the metrics used to review departments and programs in preparation for personnel reductions have failed to account for activities that contribute to the University's mission of academic excellence but do not contribute to semester credit hour production, including but not limited to offering courses in support of the First-Year Experience Program, the development of WIU-Quad Cities, and the Centennial Honors College.

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED THAT the Faculty Senate of Western Illinois University hereby protests the indiscriminate and unilateral elimination of faculty positions as contrary to the mission of academic excellence established in the University's four core values and detrimental to the educational experience of its students.

BE IT FURTHER RESOLVED, THAT this Resolution be permanently recorded in, and distributed via, the Minutes of the Western Illinois University Faculty Senate.

¹Oxford English Dictionary, s.v. “university,” <http://www.oed.com> (accessed 13 December 2015).