

WESTERN ILLINOIS UNIVERSITY
BOARD OF TRUSTEES
Minutes of the Meeting
April 30, 2018

The meeting of the Board of Trustees of Western Illinois University convened at 8:00 a.m. at the University Union Capitol Rooms – WIU Macomb. Chair Cathy Early presided. Trustee Gradle moved to convene to open session. Trustee Savala seconded the motion.

Roll Call

Trustee Roger Clawson	Absent
Trustee Lyneir Cole	Absent
Trustee Cathy Early	Present
Trustee Carolyn Ehlert Fuller	Present
Trustee William Gradle	Present
Trustee Todd Lester	Present
Trustee Steven Nelson	Present
Trustee Yvonne Savala	Present

Motion carried.

The following trustees were present:

Trustee Cathy Early
Trustee Carolyn Ehlert Fuller
Trustee William Gradle
Trustee Todd Lester
Trustee Steven Nelson
Trustee Yvonne Savala

The following trustees were not present:

Trustee Roger Clawson
Trustee Lyneir Cole

Also present for the open meeting of the Board of Trustees:

President Jack Thomas
Legal Counsel Bruce Biagini
Board Treasurer and Vice President for Administrative Services Matt Bierman
Interim Provost and Academic Vice President Kathy Neumann
Vice President for Student Services Ron Williams
Vice President for Advancement and Public Services Brad Bainter
Vice President for Quad Cities and Planning Joe Rives

Advisory Group Representatives present:

Council of Administrative Personnel Representative – Angela Bonifas – Macomb
Civil Service Employees Council President – Stacy Dorethy – Macomb
Student Government Association Representative – Samir Almhiemid – Macomb
Faculty Senate Chair – Steve Rock – Macomb

Trustee Nelson explained that he is still waiting for confirmation regarding his Trustee status.

REMOTE ATTENDANCE

Trustee Gradle moved to permit remote attendance. Trustee Savala seconded the motion.

Roll Call

Trustee Roger Clawson	Absent
Trustee Lyneir Cole	Absent
Trustee Cathy Early	Yes
Trustee Carolyn Ehlert Fuller	Yes
Trustee William Gradle	Yes
Trustee Todd Lester	Yes
Trustee Steven Nelson	Yes
Trustee Yvonne Savala	Yes

Motion carried. Trustee Lyneir Cole joined the meeting at 8:03 a.m. via remote attendance.

PUBLIC COMMENTS

Patrick McGinty, Associate Professor of Sociology and Anthropology, read a statement written by Mark Bernards, Associate Professor of Agriculture. Bernard's statement to the Board expressed two concerns, messaging and moving out of crisis management. From the viewpoint of the faculty, the messaging coming out of the Administration and the Board of Trustees has been inconsistent. The positive message from the President's letter in January was received by the Faculty, which included the ambitious goal to "become the premier institution of higher education in Illinois." The positive feeling and direction provided was diminished with the review of several contract proposals that included drastic salary reductions and the elimination of performance based income, and the limited ability to increase my income going forward. This left me feeling severely unappreciated. Other talented faculty members share my feelings and are actively seeking employment opportunities elsewhere, as they do not see a bright future in a career at WIU. If these highly productive individuals leave and the sense of limited opportunity remains, it will be increasingly difficult for WIU to recruit qualified people to make WIU become the "premier institution" of higher learning. He spoke of wagon trains in the Wild West circling in order to protect wagon trains from wild animals or hostile Native Americans. Circling the wagons in times of crisis is a prudent response, however if wagons remain circled, the wagon train does not move forward. WIU needs to move forward and stop circling.

Laura Barden-Gabbei, a Professor in Biological Sciences addressed the Board. She stated that she is also involved in science education and therefore works with several departments at WIU. She stated that there is a lot of turmoil that is negatively impacting all of us. Growth needs to be seen. There is a good strategic plan that needs to be implemented. The ideas out there are not being heard from faculty, deans... We need to seriously look at our opportunity. There is a decline in student population and faculty. Now is the time to make a change if we are going to make one, and it needs to be a significant one. We are inhibiting faculty from working with students in other departments. Our strategic plan is interdisciplinary that opens doors for all of us. The decisions made with this faculty contract will have a serious impact on our community. We also need to adjust how we deal with faculty evaluations, which inhibit productive teaching and further hurt us.

Jim La Prad, Professor of Educational Studies, addressed the Board by reading a poem that addresses what WIU means to him and his family. La Prad explained that the poem, "To Be of Use" by Marge Piercy, spoke to him in 1993 while he was in the Marine Corps and awoke him again when he was interviewing at WIU. WIU brought Marge Piercy to campus shortly after the time of his interview, in April 2003. He felt that the timing of Piercy's visit and the poem was a sign, and was a part of what brought his family here.

The students and the faculty are what have kept our family here. He further informed the Board that he hopes the Board realizes that the UPI stand united to build a better future for our students, for our university and for our community.

Allison Anderson, a junior transfer student from Houston, TX, addressed the Board because of her family connections. Her mother obtained both an undergraduate and graduate degree from Western, and her grandfather was a professor at WIU for 30 years before retiring. She indicated her support for the faculty in their negotiations for a fair contract. She realized when first coming to WIU, the network of old really established and impressive faculty. She asked the Board to open their minds with regard to the negotiations with the faculty.

John Biernbaum, Associate Vice President for Student Services, addressed the Board and explained that there are many alumni, faculty, staff and students on this campus, that know that the Board is in an untenable situation due to budget driven issues just as many other institutions, especially in Illinois. He indicated to the Board that they would be surprised how many people support this administration and Board that are never heard from because they are not on the front page of the newspaper or are not at this microphone. He stated that WIU needs to redefine ourselves, before somebody defines us. He urged the Board to stay strong.

Bill Thompson, President of the UPI, and advised the Board that he was supposed to have a meeting today with Jack Thomas, the President of this Institution. He indicated that at that “reset” meeting he was going to make a proposal for going forward, however, that meeting was canceled without notification to him. He received formal notification on Friday afternoon that the meeting was canceled, but only after he had already set forth his proposal. He then stated he would go ahead and set forth his proposal now. What he wanted to propose to the President was that the Union can help the Administration with its retention problems, and that in meeting together they could explain how they could do this. One way is by working with Lisa Melz-Jennings, the academic coach, because the Union is full of academic coaches called teachers and advisers. They could work with her to create some type of volunteer system where faculty would be willing to step forward and be willing to help students stay within this institution. Thompson stated that he hopes he gets to have that conversation some day with somebody. He further stated that the Union is always willing to step out and do its part in terms of retention or recruitment. There are many ways that the Union and the Administration could work together if the Administration was willing to work with the Union.

Seth Miner, Director of Admissions, addressed the Board. He stated that, recently, he feels more like the Director of Damage Control and is frustrated when the majority of the challenging times has been imposed on us by outside forces, and put out by negative press about the institution. He went on to say that what is extremely frustrating is when we do it to ourselves. If there were individuals that feel that none of this has affected recruitment, he would gladly let any of them come down and answer the phones in his office. Two weeks ago was one of the most stressful times in his experience in Admissions dealing with concerned current students and family members with what is going to happen, and with the prospective students that are now questioning the same thing they were questioning when we had the budget impasse. This time, however, it is something that we were doing to ourselves. He stated that this needs to stop, because it is affecting our incoming classes and our retention rate. This negative press or direct encouragement of his admissions counselors to do the bare minimum needs to stop. That is not going to turn anything around for this institution.

Douglas Menke, an Instructional Technology Systems Manager in University Technology addressed the Board indicating that he does not represent the voice of the staff and that his comments are his own opinions and observations. He shared that he came to WIU in 1986 as a student that he was hired as an employee and is in his 26th year of serving WIU as an employee. Every year up until this year, he has received cost of living increases. Those cost of living increases stopped several years ago. For the last two years, he has

been asked and he has accepted furlough days, which were not called furlough days, but the net result was that his salary has gone down. I have heard in the press and other individuals talk about how the faculty and the administration have all made sacrifices and that they feel it is enough. The staff of this university, who also helps and is a part of the foundation of this institution, have also made sacrifices. When he hears people talk about how they have made enough sacrifices and are not going to make any more, it feels like a slap in the face, because those of us that have made sacrifices continue to make sacrifices and would like to see other people jump on board with that.

Jonathan Day, Associate Professor in Political Science, addressed the Board, and shared that he was friends and works with several of the Board and Administration, and, although willing to make sacrifices also, expressed the faculty's frustrations about the style and the way that the negotiations have taken place and that they are taking so long, and at too much cost. He stated that the Board needs to ask themselves why we got to this point. There are tough questions that need to be asked, especially in view of the no confidence vote and the vote for the strike authorization. To hear that our Board of Trustees is supporting the Administration despite the votes seems like it is not taking into account faculty's concern about the style and manner in which the negotiations took place. At what point will the Board ask for accountability and ask the tough questions?

CHAIRPERSON'S REMARKS

Chair Cathy Early spoke about lots of changes, including the decrease in retention, enrollment, and revenue. She indicated that Facilities Management has been looking at a plan for quite some time now and that she and Trustee Lester have joined that committee to look at efficient use of our classroom buildings, which may mean rearranging buildings and floors while trying to find additional ways to save money. We are trying to save money in many different areas, and we will continue to explore making adjustments that do not impact personnel costs.

PRESIDENT'S REMARKS

The President's Remarks were as follows:

Good morning, and thank you Chair Early. As Chair Early has stated, we are looking across the board to make changes. At this time, I would like to provide you with an update of the funding request we offered in our testimony before the Illinois House Appropriations Committee on April 19.

FUNDING REQUEST

We are doing our part to operate efficiently and work diligently to support our mission of the University. The mission of this institution has not changed. We are still working on the same mission that we started and that we have had for years and years at this institution. We respectfully asked the State of Illinois to recognize our efforts and invest in Western Illinois University and public higher education.

We asked for a full state appropriated budget of \$62 million to support our students, classrooms, employees, programs, and infrastructure. This is \$15.7 million more than house bill 5397 and includes an additional \$2 million to support student financial aid, \$4 million for critical deferred maintenance projects, and \$9.5 million for salaries and operations. We are about \$400 million down in deferred maintenance, and we have not received deferred maintenance funding in years. Therefore, we have reallocated funds make sure that we have the appropriate classrooms. We know that many of our classrooms are dated, but we have been allocating funds each time, as much as we can. This funding is critical to maintain the University, including funding for faculty and staff salaries and operations. As has been stated by a number of individuals, we know that increases in salaries are desired. We have had program reductions, we have had service

reductions, we have had salary reductions, as well as furloughs. Many of us have been on furlough for three years. The Administration first set the tone by taking a reduction in our salaries, and then from there we went on to furloughs. We know that everybody has sacrificed. We understand that. I want to thank our faculty, staff, students, and administrators for what you all have done. We need to keep in mind where we are in our State. It is not anything that the leadership of this institution has done wrong. It is the hand that has been dealt by our State. We have to operate within what we have and deal with the hand that we were dealt. We are doing the best that we can and making the best decisions that we can. We know that we cannot give what we do not have. We have to look out for the best interest of this institution, our students, and this university as a whole. We have always been open and transparent. We have always been fair. During the good times when we were able to give raises, we gave them across the board. The first time we were not able to give those raises, it deeply saddened and hurt us, but at the same time, we just could not do it because we did not have the funding. I know that people are upset and frustrated. We are frustrated as well. The Board last year voted to increase my salary, to which I stated that there is no way that I can get an increase until the faculty or staff get an increase. That is what I have stated and I stand by that. We did not create these problems, but we have to function in the world we live in right now in the State of Illinois. Take your frustrations to the legislators or to the governor. We are not the problem. We will work to move this university to forward.

In addition to our state appropriated budget request, we asked for full MAP funding of \$11 million for our students and \$357.6 million for capital development projects. These funds are critical in order for Western to remain competitive and to continue to provide optimal services to our region. I received notice from students who thanked us and stated that they did not know how they would have continued at Western had it not been for the University covering the MAP funding. We continue to advocate for the release of the previously approved funding to construct the Center for Performing Arts, for which we have already held two groundbreaking ceremonies.

ACKNOWLEDGEMENTS

I want to thank Brad Bainter who is not here right now for the Major Donor Banquet, which was well attended, where we showcased students with wonderful talents. We are a student-centered University and we have to cherish and pat our students on the back for the outstanding things that they are doing here at our institution. We have great student leaders. We are here because of our students, and sometimes we have to put our personal things aside and make certain we are focusing on the students, which will ensure we make the right decisions always.

I also want to thank Matt Tanney for the WESPY's award program focusing on our student athletes who have done well and made a great contribution to this institution.

The Vice Presidents and I will be giving our planning and accomplishments presentations on Thursday and Friday from 9 AM to Noon in the Capitol Rooms.

Tomorrow, May 1, we will be honoring individuals for their many years of service to the University. It will be held at 6:30 PM in the Lamoine Room.

I also want to thank Dean Erskine Smith for his service and leadership during all of the years that he has been here, and recognize his retirement.

I want to congratulate the 2018 graduating class that will be graduating on May 11 through the 13. We also will be awarding honorary doctorates to Jim Shipp, and Bob and Blenda Ontiveros at graduation.

That concludes my remarks, I am happy to answer any questions you may have.

Chair Early then stated that she was remiss on not thanking those who spoke during the public comment period for sharing your thoughts with us, indicated that they are very much appreciated.

Report No. 18.4/1: Status Update: Dual High School Credit

Interim Provost Kathy Neumann highlighted the report as presented by touching on four areas. The first area involves creating a supportive dual enrollment culture and infrastructure at WIU. There have been formal conversations, a working group, and these meetings will continue through this process. This will ensure that things proceed in a more orderly fashion as more individuals on campus become involved. English Chair Mark Mossman was instrumental with the pilot with Cambridge High School. The dual enrollment faculty were also able to ask questions during the meeting for how to prepare and plan teaching next year in the high schools.

She expressed thanks to the faculty who were confirmed to teach on-site at the high schools or for teaching on-line courses that are expected to attract new dual enrollment schools, namely, Curtis Dunkel, Christopher Morrow, Kayla Mitchell, Steve Gray, Casey Woodman, Christopher Sutton, and also to the Chairs that are supporting and/or teaching themselves, a dual course, namely, Mark Mossman, Gregg Woodruff, and Tara Feld.

Admissions, advising, and academic affairs continue to collaborate to deliver supporting materials, to enhance the web presence, enhance the application process registration and our orientation for our dual enrollment of high school students.

The second area is to provide you more information about the Cambridge High School pilot. Western will offer six courses during the upcoming 2018-2019 academic year and this has now been expanded to include high schools juniors. So in the fall, English 180, Psych 100, Econ 100 (which will be a pilot hybrid course). In spring, English 280, Comp 241, and Geology 110 (which will be a pilot on-line course). We are working on apply, pre-register, and many orientations that will be held on the QC campus, the first being scheduled in two weeks on May 15.

The third area is to report on the development of programs. We are continuing to work with Havana High School with, hopefully, a start in fall of 2019, with outreach by Assistant Vice President of Academic Affairs in the Quad Cities Kristi Mindrup and Chair Mossman. Moline High School is potentially for an early bird program where the high school students could come to the QC campus before they start their day at the high school. Rock Island High School has a dual enrollment committee that is reviewing potential courses and surveying students and we are expecting to get some more feedback maybe as soon as tomorrow. Monmouth-Roseville will be starting this summer with Political Science and two general education courses are being finalized for fall and spring with development help from Keith Boeckelman. We are finalizing with Illini West, broadcasting and journalism for this summer. In the QC, as you have all heard, we are working towards that Horticulture 180 class with the department of Agriculture, and Dr. Baker has identified an instructor. The admissions teams are also helping to recruit these students and staff across the areas to promote the opportunities to the high schools. We are still working with Davenport and Erie High Schools, in the initiation phase.

This has been a huge success, and, again, a special shout out to Chair Mossman in that very successful pilot that got us started at Cambridge.

Chair Early asked if there is anything scheduled for fall or spring with those schools offering the summer courses. Interim Provost Kathy Neumann replied that she reported on the totality of what was currently scheduled or in some stage of finalization. Provost Neumann also said that she was very curious to see how the hybrid and online delivery will work to see if we can continue to expand those. Trustee Lester asked

how the course offerings are being determined at each school. Provost Neumann replied that Assistant Vice President Mindrup and Chair Mossman have done a great job at facilitating those discussions at each individual high school. The guidance counselors in those schools are the best resources most of the time to tell us what their students would need and what would best fit in with their goals. WIU is trying to respond to their needs and offer them classes that will meet those needs, but then they get to choose from them. Trustee Ehlert Fuller indicated that in the meetings that she has been involved with she has noted that the schools are very specific as to what will work for them with their schedules and they all have different ideas. She advised that she does see the importance of working with each school on an individual basis. Trustee Nelson asked if Alleman High School has expressed any interest. Provost Neumann replied negatively, and Assistant Vice President Mindrup further commented that Alleman so far has not reached out to us, but that does not mean that they are not on our target list. Trustee Nelson indicated that as an Alumna, he would reach out to them. Chair Early asked Assistant Vice President Mindrup what was the status of the Homewood-Flossmoor High School connection. Assistant Vice President Mindrup indicated that she was not sure but knew that they were on the list for exploration. Some more on the horizon are Davenport and Erie High Schools, which look forward to expanding. She mentioned that she very recently received word from Interim Chair Tara Feld in Economics and Decision Sciences that a high school, somewhere south of here, was interested in connecting with WIU. She explained that Chair Mossman and her visit at the schools to explore and have conversations and brainstorm sessions to think creatively about how we can meet the needs of each high school that we work with. President Thomas stated that we are finding that the high schools are interested in those dual enrollments from all of the summits that we have done early on, and we are pleased in the results coming to fruition. President Thomas also thanked Chair Mossman, Dean Sue Martinelli-Fernandez, Assistant Vice President Kristi Mindrup, and Vice President Joe Rives in taking the lead on this and joining us in those early stages, and following through, which result in this really paying off for WIU. Trustee Savala said that she did not realize we were stretching across the river with this and said that she was impressed.

Report No. 18.4/2: Active Military Online Degrees/Certificates Ready for Fall 2018

Vice President Joe Rives stated that all of the reports this morning emanated from the President's Executive Institute. Vice President Rives stated that there is good reason to be optimistic and excited about WIU's future. He then outlined his report. In terms of the military, this fall he was contacted by nine bases with a consistent message from the Army, Marines, Air Force, and Navy that Western Illinois University had to have the online and hybrid programs that they expect. We had a press conference at the end of February where Provost Neumann laid out the new online programs that served the interest areas of the military as well as all students. He thanked Provost Neumann and her team for their work on this initiative.

We were told we had to have the price for military. The Board established a federal tuition assistance for active duty, at present that does not cover reservists, and as we understand more how to apply, we will plan to come back to the Board and ask about extending to the reservists after reviewing cost/benefit analysis. Vice President Rives stressed that we only get one chance to do things right with the military, so it is sage to pilot on active duty. We were told we must bring information back that is succinct and clear, and are in the final stages of working on a brochure that they have requested, which will be brought forward to you very soon. He was told by the military to not to make contact again until those three conditions were met. We have not only met, but also exceeded those conditions. The Sergeant Major at the Rock Island Arsenal, which is a logistical hub for the United States Army, has agreed to serve on the military task force, and on Vice President Rives' planning and advisory committee. This Sergeant Major has shepherded through the Army a Memorandum of Understanding (MOU) that a working team at Western reviewed and is currently being reviewed by the Arsenal, which will make Western a provider, on their base, for not only our courses, but sponsored credit opportunities. There are two major implications from this. It is the first time in institutional history that we have been put in that place with the United States Army, and is like being given preferred provider status. Secondly, across the armed forces, once you have a template, it extends, and we will be positioned to go back face-to-face meetings to offer the MOU that was approved by the Army. We

are in a strong position, and should have fall enrollments at the Arsenal. Vice President Rives plans return visits to all of the installations as soon as he can. It is clear that we have met the conditions and now we must deliver on our promise. Trustee Gradle expressed his concern that additional oversight and support with the delivery of online programs, since we will only get one shot at offering premium programs to the military. Trustee Gradle asked what steps have we taken to offer that additional support and oversight to ensure that with online delivery with military personnel and with all of our distance learning programs we are offering a superior product. Provost Neumann explained that the Center for Innovation in Teaching and Research (CITR) houses the primary support for Western Online, and there are faculty associates that are affiliated with that center that can help faculty with that oversight or suggestions. Western Online is getting an upgrade and as a by-product of that upgrade, every single course is now being re-evaluated as it moves into the new upgraded version of Western Online. This has provided a very good opportunity to really take a hard-look at all of the online courses that any student could take, military or non-military, to make sure the learning objectives are up-to-date and that the content is where it should be. That process has begun but will take a while. Trustee Gradle, asked a follow up question, as to the re-evaluation and support needed down the road after this initial re-evaluation. Provost Neumann has sparked those conversations, but definitive decisions have not yet been made. Vice President Rives concluded that WIU has the military connections that will reap great dividends. The 2-star General at Leavenworth is a Rock Island native and they research any institution before the institution makes a presentation, and it was really incredible to hear a two-star general talk about Western's military friendly traditions and placement in the rankings.

Report No. 18.4/3: Status Update: Employer Online Degrees/Certificates Ready for Fall 2018

Interim Provost Kathy Neumann highlighted the report with a brief update about the new programs that will be fully delivered in an online format effective in the fall, namely:

Bachelor of Arts in Economics

Bachelor of Science in Economics

Bachelor of Science in Geography and Geographic Information Science

Bachelor of Business in Management

Bachelor of Science in Law Enforcement and Justice Administration (starting this summer)

The minors that will be fully deliverable online starting in fall of 2018, include:

Minor in Business

Minor in Finance

Minor in History

Pre-MBA Minor

Trustee Savala expressed her enthusiasm and stated that these should all be right on the front page of our website. President Thomas expressed that we want to collectively market these programs, both on our website and by other means as well. Vice President Rives added that from the corporate side of PEI, it is incredible to have this portfolio, because as we have worked in urban areas, we have heard that there is a lot of in-person delivery options available, but aside from an executive MBA where the market tends to be saturated in Chicago and St Louis, these, I think, thirteen online programs will be a big marketing opportunity in urban areas for corporate. That will be one of the focuses of recruitment for PEI.

Chair Early importantly again noted that the dual enrollment is obviously a recruitment tool for WIU, and we need to take this extra step to catch these students before they have made decisions and put WIU in the forefront. It is a small start, along with the online offerings that we are creating for active military and for corporations, will expand our opportunities with place-bound students that were not going to come ever to Western. We are not trying to turn into an online university, but this opportunity does exist and allows these place-bound students an opportunity to have the degrees that they need to get promotions or continue on their career paths and improve their lives. The student population is decreasing, a huge outflow of

students, and this is a creative way to generate revenue via tuition. The student needs are ever changing. Trustee Gradle stated that he imagines that the departments would see a strain in terms of who is teaching our face-to-face versus our distance-learning students as we are developing these programs for both professional and military applications. He asked if the faculty that prefer doing online delivery will be given the opportunity to teach online full time, and wondered how that mix worked. Provost Neumann answered that this was an individual department decision and that the strengths and needs of each department vary. Trustee Lester asked if Supply Chain Management was being looked at for an online option. Provost Neumann replied that Supply Chain Management is one of several business programs that are being looked at for online delivery, but will be coming a later than this fall. Trustee Ehlert Fuller asked if there was talk of or if we already have a master's program in Supply Chain Management. Provost Neumann replied that Supply Chain Management is currently a Bachelor of Business undergraduate degree. The graduate degrees are currently within the MBA, which can be tailored to focus in a desired area.

Report No. 18.4/4: Additional Degree Programs Ready for Fall 2018

Interim Provost Kathy Neumann presented her report to the Board. The only new program that was approved by IBHE this year was the Bachelor of Business in Business Analytics in March. We do have a new integrated program. The integrated programs allow undergraduates to take up to nine hours of classes that will also count towards fulfilling the requirements of your master's degree. We currently have 44 integrated programs, with one new program coming in the fall, an integrated program with the General Studies undergraduate degree and the Master's in Law Enforcement and Justice Administration. We also have two minors coming in the fall, which are Broadcasting and Journalism and the other in Instructional Design.

Trustee Gradle acknowledged his home department of Economics and Decision Sciences for the new program coming online, and with the dual enrollment courses in the fall, they represent three of the new programs.

Trustee Savala spoke of the frustration due to the recent negativity and she asks that we keep it professional, keep it at the table, and keep it out of the classroom. She further thanked those for the encouraging reports today that highlight all of the positive initiatives. Trustee Gradle concurred. Trustee Nelson indicated his concern with the message sent in a recent issue of the Western Courier by the SGA dealing with class attendance and participation. He feels that this sends a bad message about the quality of our faculty. That you do not need to attend classes or participate. Trustee Nelson also relayed a circumstance where a professional community member that he interacted with awhile back had spoken about her daughter being an incoming WIU freshman agriculture student. At a second interaction with this same community member and inquired after her daughter, and received back that she loves WIU, she is doing okay, she just joined a sorority. After a third conversation last week, he learned that the daughter had flunked every class this fall, her grade point average is zero, and she's back here in the spring at a cost of \$10,000. He voiced his concern and questioned the standard that we are using to allow students, who in my opinion, will never graduate from WIU to coming back a second semester, potentially incurring a financial burden. Vice President Ron Williams and Registrar Angela Lynn explained the procedures for incoming freshmen and other students in terms of academic warning, academic probation, and academic suspension. Registrar Lynn gave several different scenarios as examples to demonstrate these procedures. Trustee Nelson asked about available statistics for the graduation rate of these types of students. Registrar Lynn indicated that we do have statistics related to first semester GPA as a measurement. We have determined that we want to give incoming freshman two semesters to figure out and to make the transition to succeed. Trustee Nelson asked about any available university intervention to freshmen that are failing at midterm. Registrar Lynn explained that their academic advisers are notified who in term reach out to the students. We also have a second meeting that occurs with the building connection mentors for the first time freshman where they can talk about what is going on. The RAs in the residence halls and the Office of Student Development also get that information to reach out to the students. The efforts of these many individuals in reaching out to

the students need to be coordinated. Trustee Nelson asked if there was any faculty involvement in that process. Registrar Lynn replied that the faculty would be involved at the individual course level and when participating in the Building Connections Mentor program. There is not a formal process for the faculty to reach out. Trustee Gradle wanted to further point out that it is problematic if we are upset that students are saying that something is not working or problematic, rather than being concerned about the substance of their concerns and using these to learn about what is not working and what we might improve. Trustee Nelson indicated that he wished the students would go through the Faculty Senate and use other methods rather than reading about it on the front page of the newspaper. Trustee Gradle indicated that there may be better methods to handle a situation, but also stated that the students bringing forth this legislation did approach several key individuals in Faculty Senate, including its Chairman. Conversations were had and unfortunately were not, perhaps, what those individuals had sought. Trustee Savala stated that she liked hearing about all the efforts taken for students struggling in their first semesters, and feels that this would be very valuable to share some of those available resources as we reach out to those parents at the high school level while recruiting for dual enrollment programs.

CLOSED SESSION

Chair Early asked the Board to convene to closed session for the purpose of considering matters provided for in 5 ILCS 120/2c, such as personnel, collective bargaining, litigation, and real estate.

Trustee Nelson moved to convene to closed session at 9:30 a.m. Trustee Ehlert Fuller seconded the motion.

Roll Call

Trustee Lyneir Cole	Yes
Trustee Cathy Early	Yes
Trustee Carolyn Ehlert Fuller	Yes
Trustee William Gradle	Yes
Trustee Todd Lester	Yes
Trustee Steven Nelson	Yes
Trustee Yvonne Savala	Yes

Motion carried.

RE-CONVENE IN OPEN SESSION

Trustee Lester moved to re-convene in open session at 11:27 a.m. Trustee Gradle seconded the motion.

Roll Call

Trustee Lyneir Cole	Yes
Trustee Cathy Early	Yes
Trustee Carolyn Ehlert Fuller	Yes
Trustee William Gradle	Yes
Trustee Todd Lester	Yes
Trustee Steven Nelson	Yes
Trustee Yvonne Savala	Yes

Motion carried.

Chair Early called for a break for lunch at 11:27 a.m. until 1:30 p.m. when they would reconvene at the location of the conference room in Sherman Hall, Room 205.

RE-CONVENE IN OPEN SESSION

Trustee Lester moved to re-convene in open session at 1:30 p.m. in Sherman Hall, Room 205. Trustee Nelson seconded the motion.

Roll Call

Trustee Lyneir Cole	Yes
Trustee Cathy Early	Yes
Trustee Carolyn Ehlert Fuller	Yes
Trustee William Gradle	Yes
Trustee Todd Lester	Yes
Trustee Steven Nelson	Yes
Trustee Yvonne Savala	Yes

Motion carried.

CLOSED SESSION

Chair Early asked the Board to convene to closed session for the purpose of considering matters provided for in 5 ILCS 120/2c, such as personnel, collective bargaining, litigation, and real estate.

Trustee Gradle moved to convene to closed session at 1:33 p.m. Trustee Nelson seconded the motion.

Roll Call

Trustee Lyneir Cole	Yes
Trustee Cathy Early	Yes
Trustee Carolyn Ehlert Fuller	Yes
Trustee William Gradle	Yes
Trustee Todd Lester	Yes
Trustee Steven Nelson	Yes
Trustee Yvonne Savala	Yes

Motion carried.

RE-CONVENE IN OPEN SESSION

Trustee Lester moved to re-convene in open session at 3:15 p.m. Trustee Nelson seconded the motion.

Roll Call

Trustee Lyneir Cole	Yes
Trustee Cathy Early	Yes
Trustee Carolyn Ehlert Fuller	Yes
Trustee William Gradle	Yes
Trustee Todd Lester	Yes
Trustee Steven Nelson	Yes
Trustee Yvonne Savala	Yes

Motion carried.

ADJOURN ACTION

Chair Early called for a motion to adjourn the meeting of the Board at 3:15 p.m. A motion was made by Trustee Cole and seconded by Trustee Savala. All were in favor and none opposed.

Cathy Early, Chair
Kerry McBride, Business Administrative Associate to the Board

sjp