

WESTERN ILLINOIS UNIVERSITY FACULTY SENATE

Regular Meeting, 20 April 2021, 4:00 p.m.

Via Zoom

ACTION MINUTES

SENATORS PRESENT: D. Banash, M. Bean, B. Bellott, M. Bernards, L. Brice, A. Carr, J. Choi, S. Cordes, R. Dimitrov, R. Filipink, D. Hunter, I. Lauer, T. Lough, S. Macchi, M. Maskarinec, D. Oursler, C. Pynes, J. Robinett, R. Sawhney, E. Shupe, M. Stinnett, E. Taylor, J. Wroblewski, K. Zbeeb

Ex-officio: Martin Abraham, Provost; Heather McIlvaine-Newsad, Parliamentarian

SENATORS ABSENT: none

GUESTS: Tawnya Adkins-Covert, Suzanne Bailey, Steve Bennett, Tom Blackford, Guada Cabedo-Timmons, Craig Conrad, Dennis DeVolder, Francis Godwyll, William Hoon, Guiyou Huang, Angela Lynn, Susan Martinelli-Fernandez, James McQuillan, Kristi Mindrup, Russ Morgan, Mark Mossman, Jill Myers, Kat Myers, Rafael Obregon, Lorette Oden, James Olsen, Elizabeth Orwig, Renee Polubinsky, Jim Schmidt, Sebastian Szyjka, Yong Tang.

I. Consideration of Minutes

A. January 26, 2021

MINUTES APPROVED AS DISTRIBUTED

B. February 16, 2021

MINUTES APPROVED AS CORRECTED

C. March 9, 2021

MINUTES APPROVED AS DISTRIBUTED

D. April 6, 2021

MINUTES APPROVED AS CORRECTED

II. Announcements

A. Provost's Report

Provost Abraham stated he had no report to make as the semester is winding down. Chairperson Pynes opened the floor for questions for Provost Abraham. There were no questions at that time for the Provost.

Senator Zbeeb later indicated he had a question for the Provost and inquired about the mechanism to form search committees for professors and the level of transparency required within that department. Senator Zbeeb explained he is the only mechanical engineering professor in the department, but has not been included in the search committee for a mechanical engineer. Further, in the search for a director of the school of engineering that has only three faculty, two of the faculty are not included in the search. Senator Zbeeb states a concern of the capability of someone to determine the quality of a professor or director from another department.

Provost Abraham identified he cannot specifically speak to the individual cases Senator Zbeeb referred to because he is not involved with those searches and does not know exactly how those determinations were made. He stated it is up to the Dean to make recommendations for a search committee for either a school director or department chair.

Chairperson Pynes identified the department criteria explains how search committees are created with some departments having more or less criteria. He suggested Senator Zbeeb speak to his department chair and dean about his concerns. Chairperson Pynes explained he believes Provost Abraham has taken note of Senator Zbeeb's concern and will look into it further. He also identified that Senator Zbeeb's question is why he mentioned earlier that all departments need to the review policies and procedures of their department criteria so processes are followed accordingly.

B. Student Government Association Report

(Elizabeth Orwig, SGA Director of Academic Affairs)

SGA Rep Orwig reported the elections will be held this week, ending Friday. The results will be announced Friday possibly via Purple Post with a follow-up email. Chairperson Pynes asked SGA Rep Orwig to send him an email with the results.

C. Faculty Senate Schedule AY 2021-2022 and AY 2022-2023

Chairperson Pynes stated these schedules are for the regular Faculty Senate meetings for the next two years, as per standard, which can be changed by the next year's Senate.

D. Statement from Chairperson Pynes

"I want to take just a few minutes to thank people and to provide just a little bit of advice to the Senate as outgoing chair. I appreciate your indulgences.

I was first elected chair in the fall of 2015 and have served as the chair of this august body for five of the last six years. It has been some of the most rewarding and consequential work I have done as an academic. It has also been some of the most frustrating, demanding, and exhausting work.

As part of the Executive Committees during my tenure, I have been fortunate. When I knew I wanted to run for chair the first time, I asked Dr. Janna Deitz to be the Parliamentarian. I knew I needed someone who would tell it to me straight when I was in the right or the wrong and advise me with clarity and competence. I thank her for all the conversations and advice. Those first two years I was also lucky enough to have Jill Myers, Jennifer McNabb, Jeff Brown, and Heather McIlvaine-Newsad on the Executive Committees. Many of them have gone on to be chairs or directors not just at WIU but other universities and organizations. The last three-years I have been fortunate in getting to work with Heather McIlvaine-Newsad, Ilon Lauer, Susan Czechowski, and Lee Brice. What a wonderful mix of colleagues to work issues with. And of course, there is Annette Hamm who we all know was the everything for this body for 18 years. Anyone can read the November 2020 Senate minutes for more on how we all feel about Annette. I can tell you that working with colleagues from outside one's department and college is insightful and rewarding. I have learned much from them and am happy to have made friendships across the university that will last well past the conclusion of my service as chair of the Senate.

The last six years have seen a lot of turmoil and change at WIU. In the Fall of 2015 when I started my first year as chair we were at the start of the 793-day budget impasse (July 1, 2015 to August 31 2017), which led to the first rounds of layoffs that December, then program eliminations, then more declining enrollment, unstable leadership, three cancelled provost searches, more layoffs, program mergers, BOT turnover, faculty morale issues, votes of no confidence, and on and on until of course today and COVID-19.

The Faculty Senate, however, did a marvelous job defending the intuition of tenure. Of defending what it means to be a comprehensive university. This body did its best to maintain the values that make a university great. We insisted on using established processes for making decisions about all manner of issues including reorganizations and hiring administrators like a provost and a president. We insisted on our constitutional authority, granted to us by the Board of Trustees, to have input into "any subject that affects the welfare of the University." In essence, we have demanded shared governance of our university, and for that I am quite proud of this body during my time as chair.

I have learned a lot about myself and WIU during the last six years. Being chair means being the focal point of issues and requires that you take ownership of issues and topics that you might not actually agree with 100%, but commitment is

required by a leadership duty. Being the Senate chair is not a position that just pushes paperwork for a curriculum approval body. The Senate chair, like it or not, is the face of the faculty in most instances and in many meeting rooms you are the lone faculty voice. This duty takes careful and significant consideration as well as advice and input from your colleagues who lead with you. I am thankful to all of my faculty colleagues who voted for me to be a Senator and for those Senators who voted for me to be their chair. I never took your trust or my responsibility lightly. I sincerely appreciate your continued faith in my ability to help lead the Faculty Senate.

Finally, some on the record advice:

(1) All the Senators and especially the Executive Committee should know the Constitution and Bylaws – review them often. They are your rules and principles and they will guide you in both good times and bad. This is where your authority as a shared governance body comes from. We have a wide charge. For example: Article 1: Faculty Senate Purpose states: “The Faculty Senate shall serve as a means by which the opinions and viewpoints of the faculty may be determined and communicated to the administration of the University, and it shall serve as an agency through which the faculty may participate in the formation of basic University policy. To accomplish these goals, the Faculty Senate shall: ... 11. Participate in discussion and make recommendations on any subject which affects the welfare of the University.”

(2) Use your councils and committees. The eight councils and the four committees can do a lot of work for the good of everyone. I offered up a new Budget Transparency Committee, and they are doing good work. But you have to make sure they have clear charges.

(3) Don't try to write legislation on the floor. Try to get that stuff worked out before the meeting or table it until it's right.

(4) As Senators realize that you can bring items to ExCo. This is a deliberative body. Also, help each other as Senators. Make the relevant motions and make seconds. Be ready with your issues and objections and say you either agree or disagree with the issue. Explain your vote to help others. Make running the meeting the easiest part of the chair's job.

(5) Now that our budgets and enrollment are stabilizing and we have a new President, I would suggest you consider reviewing the policies and procedures of our committees and councils. We no longer have a Faculty Senate office manager with all the rules and regulations at her fingertips helping the faculty. So a review would be a good way to help everyone remember what the Faculty Senate does and how it does it both internally and through its committees and councils.

(6) Encourage others to participate in faculty governance. What we do here matters for the institution. We need to get others involved and ready to serve and lead because we can't rely on the same individuals to sacrifice their academic career goals or harm their programs for the good of everyone else. We need to start working on our leadership benches so we can all participate in shared governance with a high level of competency.

(7) Make connections and friendship with non-faculty members who help run the institution. Angela Bonifas, Troy Rhoads, Angela Lynn, Linda Prorise, John Biernbaum are just a few of the people who help make this place run smoothly. We are all on the same WIU team.

(8) I would ask that you all, UPI, and the administration work together to give the Senate Chair more release time. I think a 1-1 teaching load while being Senate Chair is appropriate. I can give examples of other Illinois schools if needed. But this work is demanding and time consuming and the leaders need to have the time to do it.

Lastly, I want to thank you all again for your support and trust. I wish the incoming chair Lauer and next year's Senators the best. I will work with him to make the transition as smooth as possible, and I will remain a resource. But I look forward to watching how others lead our Senate to even greater influence and effectiveness for a flourishing WIU while I get back to some professional philosophizing. Again, thank you all. It's been my honor and pleasure to be your Senate chair.

Remember that all our terms for this Senate year end August 18th.”

E. President Guiyou Huang

Chairperson Pynes welcomed President Huang to the meeting.

President Huang thanked all of the Senators for serving on the faculty senate for the university, particularly for Chairperson Pynes for serving as the Chair of the senate. President Huang congratulated Ilon Lauer for his election as the new Faculty Senate chair.

President Huang identified he, the University, Board of Trustees, and leadership team are fully committed to the future of the Quad Cities Campus. He stated the admissions team has been working to increase WIU's enrollment numbers and he said the numbers look good overall. President Huang explained if the University enrollment continues as it is, a slight increase of approximately 1% might be expected in enrollment for next year. This gives him hope that the University can continue its operations at full speed without cutting faculty or programs, and perhaps even put dollars into faculty development.

President Huang stated there are three searches occurring at the moment: the Vice President for Student Success, the Vice President for Finance and Administration, and the Vice President for Enrollment and Management. The first two positions have two hard working committees that are working on the final reference checks. The third position is currently open for applications and he hopes to have that filled in August. President Huang encouraged the senate to participate, as possible, with the searches and interview sessions.

When the Board of Trustees meets in June, there will be an election of the new board chairman.

Chairperson Pynes reminded the Senate that President Huang has the power to call a special meeting of the Faculty Senate, so adding President Huang to the agenda prevents a need for the President to call a special meeting.

Chairperson Pynes asked if there were any questions for President Huang. There were none. He thanked President Huang for his time.

III. Reports of Committees and Councils

A. Joint Report from CAGAS and CGE

Council on Admissions, Graduation, and Academic Standards (CAGAS)
(Megan Owens, Chair)

Council on General Education (Andrea Alveshere, Chair)

1. Math Competency General Education Requirement

Chairperson Pynes identified there are members from the Department of Mathematics in attendance to answer questions, and that in both CAGAS and CGE, this change passed unanimously. Professor Jim Olsen explained a new course, Math 110, will replace Math 109 and also offer preparation for college algebra. There will be two parallel pathways to the general education courses Math 100 and Math 110. Both are beginning level courses without prerequisites, will eliminate problematic Math 099, and will satisfy the math competency component of general education.

The change in the Math Competency General Education Requirement was approved.

B. Council on Curricular Programs and Instruction (CCPI) (Steve Bennett, Chair)

1. Curricular Requests from the Department of Sociology and Anthropology

a. Requests for New Course

- i. ANTH 497-Senior Honors Thesis in Anthropology, 3-6 s.h. repeatable up to 6 s.h.

Parliamentarian McIlvaine-Newsad explained that this course is an anthropology version of the sociology honors thesis, adapted with anthropology language so the students do not have to take the sociology course.

The Request for the New Course ANTH 497 was approved.

2. Curricular Requests from the School of Accounting, Finance, Economics, & Decision Sciences

- a. Requests for New Courses
 - i. ACCT 456- CMA Preparation, 0 s.h.
 - ii. ACCT 472- EA Preparation, 0 s.h.

Senator Filipink motioned to discuss the two courses together.
Filipink/Brice.

The Requests for New Courses ACCT 456 and 472 were approved.

- a. Request for Change of Major
 - i. Bachelor of Business- Accountancy
 - ii. Bachelor of Arts- Economics
 - iii. Bachelor of Business- Economics

The Requests for Change of Majors were approved.

3. Curricular Requests from the School of Computer Science

- a. Requests for New Course
 - i. CS 232- Computer Game Design, 3 s.h.
 - ii. CS 481- Database Programming, 3 s.h.

The Requests for New Courses CS 232 and 481 were approved.

4. Curricular Requests from the School of Law Enforcement and Justice Administration

- a. Request for New Course
 - i. EM 353- Advanced Emergency Medical Technician/Paramedic I, 6 s.h.
 - ii. EM 354- Advanced Emergency Medical Technician/Paramedic II, 6 s.h.
 - iii. EM 355- Advanced Emergency Medical Technician/Paramedic III, 6 s.h.
 - iv. EM 356- Advanced Emergency Medical Technician/Paramedic IV, 6 s.h.
 - v. EM 357- Advanced Emergency Medical Technician/Paramedic V, 3 s.h.

The chair entertained a motion to consider action item together.
Brice/Dimitrov

Chairperson Pynes stated Director Jill Myers will represent the department for questions. Senator Brice noticed the changes entail 24 course hours for advanced EMT courses and wonders if it is expected the students will take either one of these courses as an option, or all of these courses. Myers explained they will be taking all of these courses over four years and will then be eligible to sit for certification.

Senator Brice questioned Director Myers regarding the course material. The material is set by the state and federal systems, is the standard material being taught everywhere, and will be provided by the professor and/or the textbooks the students use in other courses. Senator Brice questioned Director Myers about the \$14,700 estimated equipment costs listed, and she responded noting much of material has been donated by the hospital and other programs, and therefore the cost would not be passed onto the students. Senator Brice asked about the faculty position listed. Director Myers explained there are currently no full-time faculty in her department teaching this course as all have retired. All of the adjuncts are teaching five courses and she hopes to hire a full-time faculty person, preferably a Unit B. Senator Brice asked if the proposed 300 level courses will compete with the community colleges. Director Myers explained students could take these courses at the community college program, but there are none in this region that offer these courses. She anticipates many that will take these courses will either be in a program and need the paramedic aspect to get a job or those who need these courses to satisfy ongoing job requirements of continuing education. Senator Brice asked if these courses are intended to be online courses and Myers clarified the online program is for administration. This program is intended for either working people who need to complete their paramedic courses in or our own students who want to complete their paramedic courses at WIU so they do not have to go to another school to take them.

The Requests for New courses EM 353, 354, 355, 356, 357 are approved.

b. Request for New Option

i. B.S.- Fire Protection Services, Fire Medic Option

Senator Carr asked for clarification on the stated uniqueness of the program. Director Myers explained this program will be the only program that will meet all the national professional fire fighter requirements to be both a Fire Fighter 1 and a Paramedic. The other colleges lack that combination. Director Myers hopes to get the students to WIU before other schools develop a similar program.

The Request for New Option BS Fire Protection Service, Medic Option was approved.

5. Curricular Requests from the School of Music

a. Request for Change in Minor

i. Music Business

Chairperson Pynes welcomed Professor Jeffrey Brown and asked if there were any questions regarding this request. There were none.

The Request for Change in Minor was approved.

C. Committee on Provost and Presidential Performance (CPPP) (Jongham Choi, Chair)

1. Faculty Survey Report of Interim Provost Clow
2. Faculty Survey Report of Interim President Abraham

Chairperson Pynes entertained the motion to move to a closed session. Lauer/Brice. Chairperson Pynes did a roll call vote on the motion. The motion passed, with 1 abstention

1. Chairperson Pynes asked if there were questions or concerns regarding the Survey Report of Interim Provost Clow. There were none.

The Faculty Survey Report of Interim Provost Clow was approved.

2. Chairperson Pynes asked if there were questions or concerns regarding the Survey Report of Interim President Abraham. There were none.

The Faculty Survey Report of Interim President was approved.

Chairperson Pynes informed the body the Faculty Survey Report of Interim President Abraham will be forwarded to the Board of Trustees for their review.

Senator Choi thanked Chairperson Pynes for his assistance in aiding the committee to complete their mission on time. Chairperson Pynes thanked Choi in turn.

IV. Old Business

There was nothing to discuss.

V. New Business

A. Request to Merge the Department of Engineering Technology and the School of Engineering into the School of Engineering and Technology

Chairperson Pynes notified the body this request was last introduced in April of 2019, but it was rejected. He gave the floor to Engineering Technology Interim Chair Rafael Obregon who stated the proposal is self-explanatory and the goal of this action is for these two units to expand their scope and impact, and explore their complementary nature. He understands they are different disciplines, but he believes they represent the parts of a continuum that overlap. In the two departments there is broad based support of this request, but it is not unanimous. To Interim Chair Obregon, it makes sense to make

the two into a school for parity and he hopes the groups can come together through their similarities to develop synergy to grow enrollment in both the Macomb and Quad City campuses.

Chairperson Pynes opened the floor to questions or concerns.

Senator Zbeeb identified the school of engineering had voted against this proposal in a department meeting, 2:1 with all three faculty members voting. The two who voted against it did not see the benefits of the merge except for having one director, particularly because the new name does not look good on resumes of their engineering students after graduation.

Chairperson Pynes asked for clarification on the departmental votes of this proposal: School of Engineering 1:2. Department of Engineering Technology 7:1.

Interim Chair Rafael Obregon explained the degrees will remain the same, without losing the identity of the majors, but there will be more strength together than separated. There will be no program or major changes, just organizational changes.

Senator Sawhney asked if the basic difference between the engineering and engineering technology was the mathematic requirements of both programs. Senator Zbeeb answered the mathematic requirements are different because engineering technology does not go as deep into calculus and differential equations as do engineers. In response, Senator Sawhney expressed concern the engineering side will get diluted. Interim Chair Rafael Obregon countered with an example of an imaginary merge between Physics and Philosophy; neither department would be lessened by the other because the title of the department is merely an umbrella term for a department that offers several degrees within one school. Senator Sawhney believed the concern is about the perception of the potential employers of our students, not that the majors will change due to the proposed change. Senator Zbeeb agreed and stated a department that is looking for growth will be hurt by the proposed merge.

Provost Abraham reminded the body he is an engineer and stated he believes with a merger, the synergy between engineering and engineering technology will benefit both sets of programs. It is not uncommon at WIU to have one academic unit that offers many different degrees and there is a distinct ability to offer different degrees within a common academic unit. The hiring managers of companies will know what our students studied. The financial savings here is only one month of salary for one administrator so the intent of this proposal is not financial, it is to allow the best opportunity for two sets of programs to excel and fly.

Parliamentarian McIlvaine-Newsad understands Senator Zbeeb's concern about merging two departments, speaking from her experience, and agreed there are real issues with merging departments, both at the department and university level. Her department alone has seen 340% growth in the last several years, while the University has been shrinking.

She identified the belief that her department is not receiving support from the University with regards to the resulting logistical issues, accreditation, voting, and replacement of retiring faculty.

Chairperson Pynes reiterated the proposal the body has been requested to review a merger between Engineering Technology and Engineering, with Engineering Technology previously voting for at 7:1, and the Engineering voting against at 1:2. He discussed the reorganization processes two years ago when the University wanted to merge departments to create schools. Chairperson Pynes shared the following in the Zoom Chat for review: The Guidelines for Designation as a School policy states “The University is going to recognize subdivisions of existing colleges as schools rather than departments, when...”

(http://www.wiu.edu/faculty_senate/documents/Designation%20as%20a%20School%20Revision%204-08.pdf) Chairperson Pynes states the body needs to consider, per #4, “The designation has the endorsement of the majority of the tenure/tenure track faculty in the affected unit, Department Chairperson, Dean, Provost, and President,” if this particular change is supported by the majority of those affected.

Chairperson Pynes explained the Faculty Senate has a process in place to try to solve a problem, experienced in the past, of forced mergers by the administration. It is up to this body to make a motion about this particular request and vote on it, per the policy. He is willing to discuss how to proceed, but the body has a request that needs to be acted on.

Senator Dimitrov expressed concern about the math courses needed for electrical engineering. He asked for projections on the number of graduates in 2022 in both electrical and civil engineering. He stated the program needs a critical mass of students and more faculty in the QC to grow the program. He does not oppose the change, but wishes for growth, particularly in the civil and electrical engineering programs. He offers the support of the Mathematics department.

Senator Bernards, referring to the policy shared by Chairperson Pynes, directed the body to notice # 4 includes department chairs. He stated the votes shared earlier do not include those numbers, so the tally, per the Policy direction, is: 2:2 Engineering and 8:1 Engineering Technology, and with [an unknown number of] abstentions. Senator Bernards chairs the Business and Technology’s Board of Directors and he identified that board of directors also voted in favor of this merger. Chairperson Pynes thanked Senator Bernards for sharing the votes of the chair and directors, and for notifying the body that the proposal passed at the College level as well.

Senator Zbeeb countered Senator Dimitrov with a discussion of the growth of engineering program at the WIU Quad Cities campus.

Senator Filipink asked if, when this proposal was last presented to the Faculty Senate, the departments affected by merger were considered separate majorities or one majority.

Chairperson Pynes stated he would have to refer to the minutes from that 2019 Faculty Senate meeting to find the correct answer.

Senator Hunter believes there have been inaccuracies discussed regarding post-graduate hiring because it is his experience that engineers are hired as engineers, overall, instead of engineers with certain classifications. Mergers are common throughout the business and academia worlds.

Chairperson Pynes asked the body to refrain from being critical of other disciplines as everyone in attendance at the meeting are professionals and all have standards.

Senator Dimitrov expressed the view that the students will be able to quickly graduate from the engineering program if they come to the university with the right mathematics courses taken beforehand. He would like for the university to help support the engineering program to help it grow. He supports the merger under the conditions and with the understanding the Engineering Technology faculty will be critical in supporting the Engineering program.

Senator Brice moves that the Senate accepts the proposal as presented, with the correction that the title is the School of Engineering and Technology. He clarified he made the motion because, after hearing all of the discussion, he believes the proposed merger is in the best interest of both programs and the University. Brice/Bernards

Senator Zbeeb responded to Senator Hunter's comment regarding hiring engineers. He explained it is in his own experience that in the engineering field, companies do look at the title of the program where the job applicants studied. He shared that his program does work with other departments to ensure a timely completion of their students' degree coursework.

Chairperson Pynes reminded the group there has been a motion seconded and approved of the request. Further, there has been a 1:2 vote from Engineering and a 7:1 vote from Engineering Technology. Senator Bernards had identified the College supported the merger, making the votes 2:2 and 8:1 accordingly. Provost Abraham stated he supported the merger. Provost Abraham stated he believes President Huang supports the merger. Chairperson Pynes referred to item #4 of the *The Guidelines for Designation as a School* reviewed earlier and identified all points have been met.

Provost Abraham identified the belief the Engineering faculty will benefit from this merger because it will strengthen both programs by providing a larger group for interaction and to develop greater opportunities and academic synergies for the faculty, staff, and students.

Chairperson Pynes asked if there were further questions or comments on this motion. There were none. He called for the vote, reading the names of the current voting

members who were directed to send their vote to Parliamentarian McIlvaine-Newsad via Zoom chat.

The motion passed with 15 for, 1 against, 1 abstention.

The Request to Merge the Department of Engineering Technology and the School of Engineering into the School of Engineering and Technology was approved.

B. For the Good of the Body

Chairperson Pynes thanked the Faculty Senate for helping make this year the best that could be, through their work this past year. He explained there are no more meetings scheduled for the rest of the school year and the term ends August 15.

Motion to adjourn: Senator Brice
Faculty Senate adjourned. 5:40 pm

Lee L. Brice, Faculty Senate Secretary
Laura Holme-Hoske, Acting Faculty Recording Secretary