

WESTERN ILLINOIS UNIVERSITY FACULTY
SENATE Regular Meeting, 26 October, 2021, 4:00 p.m.
Union Capitol Rooms/Zoom

ACTION MINUTES

SENATORS PRESENT: D. Atherton, D. Banash, M. Bernards, L. Brice, G. Cabedo-Timmons, J. Choi, L. Ebert Wallace, R. Filipink, J. Kastel, J. Land, I. Lauer, T. Lough, S. Macchi, D. Oursler, J. Robinett, R. Sawhney, E. Shupe, S. Szyjka, Y. Tang, E. Taylor, J. Wroblewski

Ex-officio: Billy Clow, Interim Provost; Betsy Perabo, Parliamentarian

SENATORS ABSENT: S. Bailey, S. Cordes, B. Thompson

GUESTS: Steve Bennett, Tom Blackford, Craig Conrad, Cody Cornell, Francis Godwyll, Stephen Gray, Sue Martinelli-Fernandez, Patrick McGinty, Russ Morgan, Lorette Oden, Renee Polubinsky, Danielle Surprenant, Joani Wilson

I. Consideration of Minutes

A. October 12, 2021

APPROVED AS DISTRIBUTED

II. Announcements

A. Provost's Report

Interim Provost Clow announced that this week the Covid vaccination rate for faculty and staff is 87 percent and for students it stands at 65 percent; 99.6 percent of faculty and staff are compliant with Covid protocols, and 87.4 percent of students are compliant. He asked faculty to remind students occasionally about the need to comply with Covid guidelines.

As of last week, there were 31 applications submitted for the Provost Travel Awards – 20 tenured faculty and 11 from tenure track faculty. Interim Provost Clow stated that there are a fair number of awards still available, and the application process will remain open through the end of the semester.

Interim Provost Clow stated that a brief ceremony was held today to inter the ashes of Gil Belles in WIU's new columbarium, which is located east of Sherman Hall near the Memorial Tree Park. He stated that Dr. Belles passed away four years ago after his retirement from WIU's Department of Recreation, Park and Tourism Administration and left funds to create a columbarium for the University. Dr. Belles was the first person to be interred in the new columbarium.

Senator Brice asked if the University plans to create or inject any inflation adjustment pay raise for both faculty and staff. Interim Provost Clow responded that he does not know, but he noted that the administration and UPI are about to enter contract negotiations. He stated there are conversations occurring in the Budget Office but he is not privy to those; additionally, President Huang had an introductory conversation with the UPI Executive Committee last week about salary issues. Interim Provost Clow will ask where discussions are moving forward beyond contractual discussions; he expects negotiations on this point to occur soon if they are not already occurring.

Parliamentarian Perabo asked about if students who are choosing not to comply with Covid requirements are rooming with students who are in compliance, and if students are even aware that their roommate might be non-compliant. She wonders what options students have in dealing with non-compliant roommates or suitemates. Interim Provost Clow responded that Dave Braverman, Vice President for Student Success, or Joe Roselieb, Executive Director for Auxiliary Services and Risk Management, would be better able to answer this question. Interim Provost Clow knows there

are mitigations on place, and some students are working through the disciplinary process; non-compliant students must go through the judicial process if they do not meet Covid requirements by the end of this week.

C. Student Government Association Report
(Cody Cornell, SGA representative to Faculty Senate)

SGA met with Rebecca Slater, Director for University Technology, to discuss issues regarding the 250-page printing limit. Mr. Cornell related that the main thing SGA took from this meeting was that a lot of students thought that printing up to 250 pages was free, but it really is not because students are assessed a technology fee. He noted that there are some departments on campus where more printing is required by professors than in other areas, such as science and music classes, and SGA is hearing more complaints from students in these classes. SGA is asking that professors be mindful of how much they are asking students to print; students have told SGA they sometimes have to print 25 pages for lab reports and various projects.

Mr. Cornell related that security has been one of the main topics for SGA recently. Office of Public Safety Director Derrick Watts is scheduled to speak to SGA; afterwards SGA members plan to walk around campus with him to show him the spots where students have expressed that they feel unsafe. SGA has heard student complaints about blue light boxes that are no longer in operation and the lack of security cameras. He believes that students understand that they can contact OPS if they feel the need for an escort, but they still feel unsafe in certain areas on the campus.

Mr. Cornell told senators that SGA has heard a lot about how beautiful the Quad Cities campus looks and how updated it is, but they would like to see that implemented more on the Macomb campus. SGA thinks that even a little bit of improvement would go a long way, such as adding new mulch around the campus. SGA thinks the campus needs to look better both for prospective students and for those who are already here.

Senator Banash, who teaches in the Department of English, related that he has tried not to overburden students with the cost of textbooks and has instead used .pdfs or items on reserve, but then students must print those materials. He imagines professors in Music feel the same way, but if this structure will not work then professors will need to assign multiple books, which drives the cost of an education up. He asked SGA to keep in mind that books and other materials are part of what is needed to achieve a university education. He noted that different disciplines are more amenable to digitization while others are not. Senator Banash thinks that professors in general are very mindful of student costs and were unhappy when SGA moved away from allowing students to have unlimited printing because those costs will not go away but will just appear in other places. He suggested SGA may want to invite professors from those disciplines that do require a lot of printing to come to a meeting to explain the issue from their perspective. Mr. Cornell responded that SGA has discussed two possible solutions: 1) increasing the technology fee and adding 100 pages to the amount allowed for students to print because it is better to pay up front than to reach the printing limit and have to pay ten cents per page, or 2) develop a printing plan similar to the University's meal plan. He explained that under the second proposal professors could estimate the pages they might require students to print per semester and students could then choose an appropriate printing plan for their needs. Senator Banash remarked that these are both interesting ideas to explore.

D. Other Announcements

1. Amber Schultz, Vice President for Enrollment Management

Vice President Schultz related that President Huang asked for creation of a recruitment and a retention plan, which make up an enrollment plan, in Spring 2021. She said the President has called for a 20 percent increase in WIU's enrollment between now and 2027, which amounts to a three percent increase in new students entering the University each of those years and an additional one percent annual increase in new student retention rates. The enrollment plan calls for regular market scans to look at the feasibility of these goals as well

as the resources needed to achieve them. Vice President Schultz noted that in Fall 2021 the numbers came in a little short of the actual goal, but her office is continuing to work on reaching the goal of 9,000 students by 2027.

The recruitment plan is available at:

http://www.wiu.edu/aasp/university_planning/pdfs/Recruitment%20and%20Enrollment%20Plan%202021.pdf. Vice President Schultz worked through a PowerPoint for both the recruitment and retention plans with senators.

Vice President Schultz observed that the landscape for recruitment right now is fiercely competitive, partly because the upper Midwest, as well as the nation, saw significant declines in high school graduates from 2007-09. She pointed out that a similar decline is expected in 2027-28. Enrollment Management uses data from the Western Interstate Commission for Higher Education (WICHE) to show where declines are occurring and to what extent. She noted that Illinois is expected to see a 24 percent decline in high school graduates between 2019 and 2037, which is not as far away as it seems in terms of recruitment planning. Vice President Schultz told senators the new student enrollment chart was written by former Interim Associate Vice President for Enrollment Management Gary Schweigen with the help of his team. She observed that WIU had a good year in Fall 2020 and was able to remain relatively flat in Fall 2021, which is good sign the University is moving in the right direction. A chart for new student enrollment goals shows the enrollment that WIU needs to achieve from 2020-27 to reach three percent growth per year; although the University did not meet this goal for new freshmen and transfer students in Fall 2021, it exceeded the goal for new graduate students. She noted that new freshmen enrolled was 920 and new graduate student enrollment was 778.

Vice President Schultz related that Enrollment Management continues to conduct market scans and situational assessment to determine the mix of resources and tactics needed and if goals for enrollment and retention are reasonable. Recruitment this past summer was directed at specific populations, including students of color; graduate and international students; adult, online, reentry, and military students; and potential new domestic markets. She said Enrollment Management is asking themselves how the University can maintain the graduate and international student momentum.

Vice President Schultz stated that since her arrival at WIU on August 1, she has tried to ensure that the University has a very clearly articulated recruitment goals for front line people, such as admissions counselors, and the appropriate mechanisms to track those goals. Admissions counselors are asked to check in every week to see where they are currently and what their specific goals are for the coming week. The Fall 2022 recruitment plan charts specific goals for each territory to recover market share. Vice President Schultz told senators there has been a paradigm shift for admissions counselors to make sure they identify as the front sales arm of the campus and are equipped to sell WIU in their territories and to whoever they encounter in their recruitment efforts. She related that this involves making sure admissions counselors understand the key features and benefits of the University, so there has been a lot of training directed toward that aspect. She said this involves familiarizing admissions counselors with WIU's academic programs and determining what would hook a new student to come to WIU. Enrollment Management has been working with academic areas to identify those features and benefits in order to make sure the entire team is able to communicate those at the right times. She said this involves a level of personalization – knowing who WIU's audience is, such as what programs will attract adult online learners and which ones will attract transfer students or those students coming directly from high school, knowing the audience's needs and wants, and knowing how WIU can meet those needs and wants. A lot of training goes into this area for the front-line sales team.

Vice President Schultz related that the recruitment plan's strategic lead generation goal requires the University to be more strategic with budget dollars than previously. This would

involve purchasing the names of potential students at an earlier age. Vice President Schultz stated that every campus does this, but they all do it differently, and WIU is behind the game in this area in terms of sophistication and is now partnering with different companies, such as Encoura, a company that other campuses have been partnering with for years. She related that historically WIU has purchased names from SAT and ACT, who are the two best known providers of this information to universities, but WIU needs to develop strategies around which names to purchase and increasing the demographic reach in terms of age being targeted. Vice President Schultz observed that WIU has typically waited until students' junior year of high school to get on their radar, but the University really needs to get in front of them in ninth or tenth grade, which means that there is a need to purchase these names earlier. She said Enrollment Management also needs to apply predictive analytics to lead generation to be more strategic and bring greater sophistication to the recruitment plan.

One of the recruitment plan goals is to make WIU more transfer friendly by addressing internal processes to decrease barriers to enrollment for transfer students. Vice President Schultz wants to see WIU become more transfer friendly to community colleges and different types of institutions in Illinois and beyond. She wants WIU to raise its profile with Phi Theta Kappa, the community college honor society, as a lead generation tool, and with Transferology, a popular website widely used by transfer students to shop for institutions. As part of reimagining the campus experience, Enrollment Management is also making changes to Discover Western. Vice President Schultz told senators that when students come to WIU for a campus visit, we should be able to hook them because they have already made the effort to come in person. She stressed that a visit to WIU's campus should be a positive, student-centered experience and not simply done the way it has always been done. She invites the campus community to critique the changes that are being made to Discover Western and help Enrollment Management realize how they can do even better with this experience.

The retention plan can be found at:

http://www.wiu.edu/aasp/university_planning/pdfs/Western%20Illinois%20University%20Retention%20Initiative%20Plan%20-%20Final.pdf.

Vice President Schultz related that the group focused on retention has been very active and continues to work on increasing WIU's first-year full-time new student retention from fall semester to fall semester. She noted that retention data from 2019 can be considered an anomaly due to measures taken by WIU and other universities to respond to Covid; if that year is removed, WIU is showing a continual trend toward improved retention. She noted that there were measures taken by most campuses in 2019 to help students be retained, but WIU cannot count on always having access to those emergency Covid funds.

Vice President Schultz stated that WIU's retention plan can be broken into four large themes – academic experience, affordability, campus experience, and a sense of belonging – and a wide variety of experiences are woven into these themes. She noted that the retention plan is very data driven; a lot of data points can be gathered through connections mapping, but students, faculty, staff, and alumni were also surveyed last year and showed a pretty good response rate and similar responses. She related that one question asked what WIU could provide that would help students complete their degrees, feedback that was taken into account as the retention plan was developed. Vice President Schultz observed that Institutional Research and Planning already has a very sophisticated retention algorithm that has been in place for some time; it incorporates historical data and has been incredibly accurate for the University over the years. She said Enrollment Management has also been tracking student attendance at various events using ID card swipes at things like the rec center and Rocky After Dark. Resident assistants were also surveyed in the first five weeks to ask about the level of engagement of their residents. She said these types of student-specific data tools can gather information about whether they are eating on campus, looking

at WIU's website, going on Western Online, and attending class, which helps drive which retention initiatives need to be prioritized.

Vice President Schultz stated that the Fall 2021 retention initiatives includes implementing a GPA recovery success course, which is intended to improve career readiness; looking at high demand, or gateway, courses, which can sometimes be a barrier to students progressing to sophomore or junior status; and working with Quad Cities campus advising. Parliamentarian Perabo asked if the GPA recovery success course is part of the academic success coaching program, which she thinks has been working very well. Vice President Schultz replied that it is tied into that. She added that Justin Schuch, Executive Director for Retention Initiatives, is an expert on this and could speak more about it since it was in place before she arrived on campus.

Vice President Schultz related that when she arrived at WIU, she saw some disconnects between the student experience of working through the Financial Aid process and the Billing and Receivables process. She has asked these two offices to work closely together to audit the student experience in them and are working toward finding opportunities to improve that experience. She recognizes that WIU has had some barriers to enrollment but thinks that when the right people get together to look at that from a student perspective, they are able to be identified and addressed.

Vice President Schultz noted that WIU had a very successful student employment fair at the beginning of the year. She wants to make sure that student employment is accessible for all students and that they understand how to obtain it. She also wants to make sure the University does a better job of helping prospective students understand scholarship possibilities and go after those scholarships, and that employees understand how these are used for retention. She wants to see office functions, such as those in Financial Aid and Billing and Receivables, changed to improve the student experience as they continue to evolve in sophistication. Also, this can help WIU do more strategic financial aid leveraging. Vice President Schultz stated that improving the campus experience includes making sure that WIU has a really robust and umbrellaed student experience. She observed that as students move from being recruited to actually enrolling, onboarding of first-year students is a crucial aspect; it is important to pay attention to what is happening in students' first four days, first four weeks, and first four months to make sure they have built the infrastructure for them to graduate in four years.

Vice President Schultz explained that connection mapping data have been compiled over the years from surveys and tracking, resulting in information on student involvement, resources used, and GPAs. Enrollment Management and Institutional Research and Planning teams have worked up a picture of students that show areas of high, mild, and minimal risk and what is needed to address these in order to increase retention. Vice President Schultz said there have also been discussions about helping to streamline some of the academic support resources on campus. She noted that one of these is a code of conduct policy to ensure that students have a positive and appropriate experience. She added that there are also discussions about how best to utilize the Student Development and Success Center team.

Vice President Schultz pointed out that communication and connections to the campus develop a sense of belonging in students. She plans to initiate an audit of the communications each student receives to make sure they reflect a belonging mindset. She stressed the importance of making students feel like they are in a welcoming environment and are supported in their efforts to get things accomplished. Vice President Schultz noted it is important to ensure appropriate communication in order to foster the connections that are crucial in students' first few weeks on campus so that they are aware of basic things, like how to declare a major and navigate the financial aid process. It is also important to create spaces where students feel that sense of belonging and connection, and admissions tour guides are being encouraged to share information with potential students about their

favorite spots on campus – in departments, residence hall floors, the University Union, and other areas. Vice President Schultz believes it is important that the University can connect every student with a special place of belonging. She believes that focusing on these initiatives to improve communication and connection will work toward increasing WIU's enrollment by 20 percent by 2027.

Chair Lauer remarked that he likes the comprehensive nature of the plan and that everything is being reexamined. Senator Bernards asked what Enrollment Management needs from faculty to enhance recruitment. He also asked if discussions are being held regarding how to systematically make programs more attractive. Vice President Schultz remarked that the University has the opportunity right now to start thinking even more simply than how WIU can make its programs more attractive; the question is how to identify the strongest features and benefits of each of WIU's academic programs and make sure that those are in the hands of the front-line recruitment staff. She stated that marketing staff are trying to help determine, from a baseline, what should be communicated to students, and the new ERP (Enterprise Resource Planning) system should help with the CRM (Customer Relationship Management) component. She noted that WIU is a little behind the game because there has been no robust communication plan in place, but that is being implemented as it is built so that the University can send more messages to students around those academic features and benefits. She reiterated that Admissions has been conducting training sessions for their counselors and will be focusing on these heavily at the beginning of the year. She stated that it will be helpful to know what is most attractive to new students in each academic program. Vice President Schultz is also a big proponent of advisory boards, which provide connections to business, industries, and graduate schools, and has already had the opportunity to speak to a few of them. She said prospective students want to know what is next for them if they choose WIU, and what employers need from WIU graduates needs to be ingrained in the University's curricula. Senator Bernards asked if Admissions will reach out to departments to determine this information or whether faculty should reach out to them. Vice President Schultz thinks that Admissions is reaching out, but if departments have not heard from someone in Admissions and/or Marketing, she would be happy to take those calls.

Senator Banash expressed his appreciation for the impressive presentation. He noted that Covid seems to have dropped universities into a hybrid online future. He observed that Vice President Schultz talked about the importance of students connecting with the university and feeling like they are at home, but he is seeing just the opposite. He related that freshman are struggling in ways that juniors and seniors, who had the opportunity to make those connections, are not. He thinks students seem much more oriented towards online classes, and most of their classes now are hybrid with many entirely online. He asked if Vice President Schultz thinks universities are looking at a future where online learning must happen in a completely different way, and they will have to rethink the student face-to-face experience. Vice President Schultz replied that this is a great question. She thinks universities may have to rethink many things after Covid. She noted that new students coming directly from high school have grown up with a device in their hands, so their definition of connection is a different paradigm than the traditional definition. She pointed out that belong and connection do not have to mean totally in person all the time, but students still need that connection. She stated that current students have spent two years of their high school experience online, so universities will be recovering from that loss of high school experience and connection for a while. She stressed that being able to meet students where they are coming from is important.

Senator Tang asked how likely WIU is to reach the goal of 9,000 students by 2027 and how that number was determined. Vice President Schultz thinks a goal of 9,000 will be difficult to achieve and that the goal for 2021 was not reached; recruitment of the class of Fall 2021 began many months before she arrived at WIU. She thinks there are a lot of opportunities for improvement, including ensuring that admissions counselors act like the front-line sales arm of the campus and understand the sales goals, being more strategic on lead generation,

and implementing a robust communication plan, that are just now being put into place. Vice President Schultz pointed out that these goals were developed when she arrived, but she does not know how much impact they will have on 2022 and 2023 enrollment but she is hoping for exponential growth. She reiterated that the competition for high school and community college students is very fierce, to the point where most institutions accept “flat” as being a new growth model; growth will be incredibly competitive so it is unknown how feasible it will be to reach the 2027 goal, but Enrollment Management will work hard toward that number. Chair Lauer said he appreciates Vice President Schultz’s honesty.

Senator Ebert Wallace asked what Vice President Schultz meant by her statement regarding leveraging success in the way that Athletics has. Vice President Schultz noted that the profile of WIU student athletes shows that they more commonly come from outside Illinois compared to the new entering high school student body or even to the transfer student body. She explained that any time a baseline is developed in a new market, Admissions can leverage that pipeline, which might be outside the normal recruitment territory, particularly when Athletics has already had success in a specific area year after year. She said Admissions can leverage this by name buying and geofencing in these historically successful areas in order to break into a new market beyond just recruiting their student athletes.

Senator Bernards remarked that more of his students are coming to WIU with enough credits that they are basically on a three-year plan. He asked if Enrollment Management’s goals account for this. Vice President Schultz responded that the growth of dual enrollment and dual credit are something they need to be very cognizant of when projecting forward using an enrollment plan that estimates students will graduate in four years. She stated that WIU’s four-year graduation rate is close to the national average, but more of WIU’s students graduate in five years and some even in six years. She thinks students coming in with a year of credit already completed would bring these students closer to the four-year graduation goal. She suspects perhaps the enrollment plan does not take this into account as thoroughly as it could, but Enrollment Management is very cognizant of this factor and the need to plan for it.

Senator Kastel noted that students before they enter the door at WIU see how the University takes into account issues of gender, race, and sexuality, such as choices students can make on the application. She noted that this ties into retention and recalled a presentation stating that the rate of retention of black and Latinx retention is not the same as that of their white peers. Vice President Schultz stated that WIU now uses the common app, a nationally used application which is based on best practices. She said this app allows students to self-identify their gender, which helps when thinking about how information on the application is carried forward, such as in the housing contract. She thinks the University needs to put additional effort into the umbrellaed student process to make sure what is established at the beginning continues through their experience. In terms of retention of students of color, Vice President Schultz stated that all campuses have an opportunity to work toward closing that gap. She thinks the numbers from last fall were very promising in that retention of students of color continues to improve, but there is still the need to continue to focus on retention of this group of students. She stated that every initiative or small group that was established was specifically called on to think through overall and specific strategies to increase the performance of students of color. She noted that retention of first-year students of color is a particular concern, but not as much of a concern as their completion rates, and close attention should continue to be paid to that.

2. UPC/Senate Elections/Provost Search Nominations

- a. Brian Locke, Music, was elected to represent the College of Fine Arts and Communication on the University Personnel Committee (UPC) for a three-year term. The Senate is still looking for a UPC representative from the College of Business and Technology.

- b. Chair Lauer announced that the Provost Search Committee is now assembled, with Senator James Land, Music, recently elected to fill the remaining at-large vacancy. Full membership of the Provost Search Committee can be found on the Faculty Senate website under Committees and Councils. Chair Lauer told senators the job announcement was posted today. He noted that many senators have contacts or acquaintances who might be potentially eligible to apply for the position. He stated that faculty's colleague networks are critically important in ensuring a successful search, and he asks faculty to encourage their qualified peers to apply.
- c. Chair Lauer related that the Council of Illinois University Senates (CIUS) met last week to discuss issues facing faculty senates statewide. They are considering conducting a survey of faculty senates to get a sense of the differences in structures and approaches to shared governance around the state. One senate chair expressed the need to share information about mental health resources with faculty, which Chair Lauer said he will bring up with the Executive Committee. He said CIUS also discussed the need for faculty to be engaged and active in formulating university policies, such as in the President's Policy Committee.

III. Reports of Committees and Councils

A. Council on Intercollegiate Athletics (CIA) (TBD, Chair, 2021-22)

1. Annual Report (Stephen Gray, Chair, 2020-21)

Senator Filipink asked if information was available on sports that exceed the maximum number of classes this semester, but Athletics Director Danielle Surprenant said that information has not yet been compiled. That report is normally presented to Faculty Senate in January.

Senator Bernards remarked that he enjoys having student athletes in his classes. He knows they have struggled the last two years to be successful. He asked if there have been discussions about WIU remaining in Division I. Dr. Gray responded there has not been any mention of this in CIA's discussions; it may be discussed this academic year, but his term ended at the beginning of fall. Ms. Surprenant explained that CIA looks specifically at missed class time; discussions of divisions would occur at the presidential level and not with CIA.

Chair Lauer recalled that historically student athletes' GPAs have exceeded that of the University as a whole, but last year they did not. He asked if this was due to any exceptional circumstances. Ms. Surprenant replied that Athletics has been looking into this as well and has asked questions of Institutional Research and Planning in terms of how GPA was calculated last spring – such as, was it specific to students who were on campus only or with at least one class on campus or did it factor in students who were online as well? She noted that WIU Athletics has had a long history of student athletics achieving above the general student population, but last spring in general was very hard for WIU's student athletes with a lot of unknowns and uncertainties. She pointed out that all 17 sports were held in one semester, and a lot of their seasons were altered, shortened, or games were cancelled, sometimes at the last minute just before student athletes got on the bus, because another team was in isolation. She related mental health was a big point of emphasis last spring in general, and she is certain this played a part. Athletics has had conversations with the student athlete population and has changed some things this year in hopes that GPAs will come back up.

NO OBJECTIONS TO REPORT

IV. Old Business – None

V. New Business

A. President's Policy Committee

Chair Lauer related that when President Huang spoke to Faculty Senate two weeks ago, he talked about creating a committee that would evaluate existing policies and create a broader approach to establishing new university policies. He asked senators where they think Faculty Senate and its senators fit into this new committee. Chair Lauer read from Article I. of the Faculty Senate Constitution, listing the charges from the Board of Trustees to WIU's Faculty Senate, which he thinks seem to show that there should be some role for Faculty Senate on this committee:

- Develop and recommend policies for continuous curricular development and improvement;
- Develop and recommend policies for the:
 - a. Improvement of instruction,
 - b. Library and the acquisition and use of various aids to learning,
 - c. Continuous evaluation of instructional procedures,
 - d. Assessment of student learning;
- Develop and recommend policies to be employed in the effective recruitment and selection of academic personnel;
- Develop and recommend policies for the printing and publication of scholarly faculty publications;
- Develop and recommend policies in connection with all intercollegiate programs;
- Develop and recommend policies in the area of student academic advisement and counseling, and general student welfare;
- Develop and recommend policies dealing with admission, retention, and graduation standards for undergraduate students;
- Participate in the selection of faculty committees.;
- Participate in the formation of plans for developing and utilizing the physical facilities of the University;
- Determine policies which will provide for faculty participation in the preparation of the budgets of the University;
- Participate in discussion and make recommendations on any subject which affects the welfare of the University.

Senator Bernards related that when he chaired CAGAS, he, with the assistance of then Registrar Angela Lynn, reviewed some of the policies specific to that council. He asked if President Huang had considered this mechanism for reviewing policies. Chair Lauer responded that the President has said his goal is to address policies that are non-faculty related, which he views as largely internal to the administration. Interim Provost Clow added that he does not believe that policies put in place to address Covid concerns are necessarily considered to be permanent, although there are some permanent elements in them, such as a university-wide vaccination policy that needs updated. He thinks the President's intent is to review permanent and not temporary policies.

Chair Lauer remarked that it has never been clear to him where different policies come from; some were established by Faculty Senate and some from other places, so some clarification would seem to be needed about this and be a very good thing. Senator Filipink asked if during the discussion to determine whether Faculty Senate should have a role on the policy committee it should also be determined whether there should be broader representation from senators in addition to the Senate Executive Committee. Chair Lauer responded that this gets to the heart of what he has been wondering about. He noted that this is his only term as Faculty Senate Chair, and he does not believe a lot of this work will be completed while he is Chair. He would like to see more senators involved on the committee but thinks there should probably be someone from the Executive

Committee; from Chair Lauer's vantage point, ExCo has more detailed discussions of more facets of issues. Senator Filipink pointed out that he and Senator Bernards have chaired CAGAS in the past, and there are a variety of senators with experience relevant to different policies. Chair Lauer agreed and asked if Senator Filipink is suggesting there should be more participation from Faculty Senate than simply someone from ExCo. Senator Filipink replied that he is, especially because he thinks it is vital for the Senate to play a significant role on this committee and because he does not want to put everything on ExCo.

Senator Banash pointed out that there are policies everywhere in every department and office at WIU. He stated that there would not be enough senators to comprehensively look at every policy on campus, although there might be some mechanism whereby an executive summary report could be developed outlining the major changes to policies after they are ratified, which could be brought to Faculty Senate so that senators could be informed in a more global way. He said in this way if senators wished to make suggestions there would be a mechanism so that they could do that responsibly before the changes moved forward. Chair Lauer thinks that would be a reasonable request.

B. For the Good of the Body

Senator Robinette announced that military recognition activities will begin next week. Athletics is hosting a military appreciation game on Monday, October 25, and packages are being prepared for WIU's military students. Cory Booher, Marine Corps veteran and President of the WIU Veterans Club, has created a presentation on Rock Hanson and why WIU's teams are called the Leathernecks, as well as a set of questions about Rock Hanson that faculty can use in their classes. Senator Robinett said military appreciation activities will culminate in a flag ceremony at 11:00 a.m. on Veterans Day, November 11, and a music ceremony that evening. He said faculty members will receive ten helpful questions to engage with students in their classes related to the history of Veterans Day.

Chair Lauer pointed out that this is the second hybrid session of Faculty Senate and asked anyone with comments on this format to feel free to send them to him.

Motion: To adjourn (Brice)

The Faculty Senate adjourned at 5:20 p.m.

Jeremy Robinett, Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary