

WESTERN ILLINOIS UNIVERSITY
FACULTY SENATE
Regular Meeting, 9 October 2018, 4:00 p.m.
Capitol Rooms - University Union

ACTION MINUTES

SENATORS PRESENT: M. Allison, B. Bellott, V. Boynton, S. Cordes, S. Czechowski, G. Delany-Barmann, R. Dimitrov, J. Franken, A. Hyde (via teleconference), S. Macchi, M. Maskarinec, H. McIlvaine-Newsad, B. Perabo, J. Plos, C. Pynes, S. Rahman, M. Sajewski, C. Tarrant, F. Tasdan, K. Zbeeb (via teleconference)
Ex-officio: Kathy Neumann, Interim Provost; Ilon Lauer, Parliamentarian

SENATORS ABSENT: None

GUESTS: Dean Alexander, Tom Blackford, Amy Carr, Dennis DeVolder, Christopher Ginn, Anita Hardeman, Keith Holz, Buzz Hoon, Anna James, Peppi Kenny, Bill Knox, Michael Lorenzin, Todd Lough, Angela Lynn, Colton Markey, Sue Martinelli-Fernandez, Rose McConnell, Russ Morgan, Mark Mossman, Jill Myers, Lorette Oden, Luciano Picanço Ron Williams, Jason Woods

I. Consideration of Minutes

A. September 25, 2018

- Change “advised” to “revised” in the penultimate paragraph on p. 7 so that the sentence reads, “...14 voting to accept the report as ~~advised~~ **revised** and 2 voting not to accept.” (Pynes)

MINUTES APPROVED AS CORRECTED

II. Announcements

A. Provost's Report

- Interim Provost Neumann announced that this Friday, October 12 marks the halfway point of the fall semester. Friday will also be a one-day fall break for students.
- Illinois Board of Higher Education staff were on the Macomb campus yesterday (October 8) for their annual “Big Picture” meeting with WIU. Interim Provost Neumann told senators it was interesting to hear their comments on higher education in Illinois and across the nation.
- The Pre-Law Symposium will be held at 5:00 today in the University Union Brattain Lounge.
- Early warning grades are due Monday, October 15 at 4:30 p.m.

Promise Plus Program

Interim Provost Neumann asked Interim Admissions Director Jason Woods to provide information about the new Promise Plus program. Dr. Woods told senators that yesterday WIU launched the Promise Plus program, in conjunction with the state Aim High funding initiative. The state of Illinois awarded a certain amount of Aim High funds to each state institution for financial aid purposes with the requirement that recipients must match any funding received. WIU was awarded a little over \$1.4 million. With that funding, WIU has implemented what is being called the Promise Plus program, which will hopefully allow the institution to leverage its financial aid further than it has been able to before. Dr. Woods thinks the new program is very exciting. He told senators the criteria for receiving Promise Plus funding is a 2.75 GPA and a 21 ACT, plus there is a threshold from the financial aid perspective which depends upon the number in the family. He explained that, for instance, a family of four must have an income of less than \$147,600 to qualify for the program,

which is set by the state to be eligible for Aim High funding. This information is available on the Admissions website.

Senator Franken asked if there is an SAT equivalent for students who come in with those scores; Dr. Woods replied that the SAT requirement is 1060. Senator Franken asked if the GPA refers to high school grade point average; Dr. Woods confirmed that it does. Dr. Woods added that some of the criteria for funding are not set by WIU, so Promise Plus is not available to transfer students at this time, but Admissions has provided feedback to the state asking that they consider extending this opportunity to transfer students as well.

Senator Czechowski asked whether students will receive the funding for one year or for all four years. Dr. Woods responded that the state requires a 4.5 year commitment from institutions receiving the funding. Senator Czechowski asked if Admissions knows if WIU will receive the funding after next year; Dr. Woods responded that WIU has a commitment from the state to receive the funding for 4.5 years. Senator Czechowski asked if Admissions knows how many students this funding might affect; Dr. Woods replied that this is unknown because Admissions is unable to predict the family income of future incoming students.

Senator Boynton asked how much money students will receive; Dr. Woods replied that Admissions does not know at this time. He said that response depends upon how much financial aid students are eligible for based upon their FAFSA household income information. He explained that the purpose of the Promise Plus funding is to maximize institutional funding, such as if students also qualify for MAP and Pell grants, and Admissions is working on a sliding scale to be able to leverage WIU's financial aid and the state's aid to benefit students the most. He added that students will get the financial assistance for 4.5 years. Senator Boynton asked if it is correct that WIU does not know if incoming freshmen in future years will receive this aid; Dr. Woods confirmed this is correct.

Senator Dimitrov asked if the 2.75 GPA and 21 ACT are WIU criteria or state criteria. Dr. Woods replied that WIU gets to set these criteria, but the financial specifications are set by Aim High. Students cannot exceed six times the poverty threshold to receive the aid; for a family of six, this comes to \$197,760. Senator Perabo asked if WIU had to commit to providing an additional \$1.4 million per year above what was given by WIU in scholarships in previous years; Dr. Woods confirmed this is correct. She asked if this then benefits institutions who have given less in scholarships in previous years. Dr. Woods replied this is not necessarily the case; once an institution exceeds what it has provided in scholarships in the past, Aim High allows some flexibility for institutions to give even more. Senator Delany-Barmann asked if Promise Plus begins in January or next fall; Dr. Woods responded that it begins in Fall 2019.

College of Arts and Sciences Dean Sue Martinelli-Fernandez asked if there is any other component to the Promise Plus that might be outside of the classroom. She referenced programs in South Carolina and Cincinnati where their communities provide support for students in addition to other financial aid. She wonders if Aim High also requires these kinds of commitments and measurable outcomes. Dr. Woods replied that Aim High is not tied to community support in this way, although institutions do have to report back to the state.

Dr. Woods stated that when changes are made to WIU's financial aid system, these have to be programmed, so enough time needs to be built in to allow for that programming to be completed before new initiatives are implemented. He encouraged senators to contact him with additional feedback or questions about the new program.

Mathematics and Philosophy professor Tom Blackford told Interim Provost Neumann that a few people in his department are worried about the realignment. They wonder if a high school senior

planning to attend a state university will see that other state institutions, such as the University of Illinois, Eastern Illinois, and Southern Illinois, have a Department of Mathematics, or Mathematics Sciences, or a Department of Mathematics and Computer Sciences, and then see that WIU has a Department of Math and Earth Sciences, or a Department of Math, Chemistry, Physics and Philosophy, or some other combination. Faculty wonder if that puts Mathematics at a disadvantage when trying to recruit students to their majors. Interim Provost Neumann replied that her experience and background – over 20 years in higher education and having actively recruited students as a department chair for 12 years – tell her that students do not ask about departments; they ask about majors. She said prospective students ask if there is a major in X or if there is a program in X rather than asking about administrative structures in the university.

Senator Allison related that Interim Provost Neumann has already visited the Department of English to talk about realignment. She thinks it would be helpful for Interim Provost Neumann to say what examples she is looking at because this could provide things for faculty to think about if they know which institutions are being used as comparators. She thinks this gets to the heart of what a department looks like. Interim Provost Neumann replied she did not bring that information to the Senate meeting; additionally, the comparators depend on the college. She added that English examples were very specific to their situation. Senator Allison recalled that one institution was located in Shreveport, Louisiana, so that would be one to think about when considering realignment in the College of Arts and Sciences. Interim Provost Neumann promised to bring the complete list with her to the realignment meeting on October 24.

Senator Czechowski asked if the APER list has been finalized yet. Interim Provost Neumann responded that letters will go out to affected departments tomorrow because they should be notified first.

B. Student Government Association Report
(Colton Markey, SGA Director of Academic Affairs)

SGA held a retreat on October 7 to discuss their constitution, participate in teamwork building activities, and reevaluate their mission. Senator Boynton asked Mr. Markey to elaborate on the SGA mission. Mr. Markey replied that SGA is trying to determine a new mission that will be more welcoming to students and that will invite students to come to SGA with issues that they are experiencing. He added that SGA will discuss this topic more at their meeting this evening.

SGA's Superhero Blue Light Fun Run will be held on October 20. Senator Allison noted that the call light post near Simpkins Hall was repainted recently and asked if that is part of getting ready for the Blue Light Fun Run. Mr. Markey responded that he does not know whether this is related.

C. Other Announcements

1. Spring for Books
(Anna James, College of Business and Technology Advising Center)

Ms. James informed senators that the Council of Academic Advisors is still accepting donations for the Spring for Books scholarship program. She recalled that last year Sara Lytle, Director of the College of Business and Technology Advising Center, spoke to Faculty Senate about the importance of this scholarship. Ms. James told senators that Spring for Books provides 14-19 scholarships of \$250 each, depending upon the amount of money in the account, to students who meet the criteria. Students must be enrolled full-time and have completed their FAFSA, with preference given to those who complete their FAFSA by October 15. Preference will also be given to students with a 2.5 GPA and who have completed 10-59 s.h. at WIU. Ms. James told senators that advisors frequently see students struggling to budget for textbooks, even though they try to tell students ahead of time to save money for this expense.

Donations may be made by using the Spring for Books 60-second gift form at <http://bit.ly/spring4books>; by texting SPRING4BOOKS to the number 41444; or by calling the Foundations Office at 309/298-1861 to enroll in payroll deduction. Ms. James told senators the current balance of the account is \$3,680.50; last year, advisors gave \$3,800 in textbook scholarships, so the account is \$1,000 short from what they need to be able to give 14-15 scholarships this year to deserving students. All advisors have scholarship application forms that they can hand out to students or send electronically. Assistant Director for Development Tim Hallinan will be sending a TeleSTARS message to the campus community informing them about the scholarships as well.

Interim Provost Neumann asked how advisors decide what students have priority. Ms. James replied that, in addition to the stated criteria, students must explain why they are deserving of the \$250 scholarship on the application form. She added that advisors appreciate students explaining their financial needs, family financial situation, or financial hardships as these are taken into account. She stated that advisors run reports to see where students stand on their FAFSA – which students are getting more aid than others – because some financial aid funding does not cover textbooks.

2. Illinois Board of Higher Education Faculty Advisory Council Update
(Amy Carr, WIU Representative to IBHE FAC)

Dr. Carr told senators she wants to make sure that everyone knows about the existence of the Illinois Board of Higher Education (IBHE) Faculty Advisory Council (FAC), which is unique in the United States. The Council includes representation from every public university, 12 community colleges on a rotating basis, and 12 private institutions on a rotating basis and meets nine times per year. Dr. Carr is WIU's current representative but served as the alternate representative for many years; Emily Shupe from Kinesiology is the new alternate. Dr. Carr explained that the members meet in caucuses with the groups they serve in. They often hear reports from the IBHE on legislative issues and meet with area legislators of the institution which is hosting a particular meeting.

Dr. Carr told senators that this year Council Chair Maria Donovan has looked through minutes from the last five or six years to determine topics to explore, and has divided the members into five working groups to address these issues and develop white papers on them: Program Prioritization and Consolidation; P-20 Outreach; Illinois Articulation Initiative; Dual Credit/Regional Dual Credit System; and "This We Believe." Dr. Carr explained that the "This We Believe" working group will develop a statement of what faculty believe about higher education, parallel to one already created by the Illinois Community College Board. Dr. Carr serves on the Program Prioritization and Consolidation working group, along with many representatives from public universities.

Dr. Carr told senators, for example, that a recent white paper was written by individuals serving on the Advisory Council who work in teacher education programs. The Illinois State Board of Higher Education (ISBE) has developed a Teach Illinois – Strong Teacher, Strong Classroom policy solution to the teacher shortage. According to her notes from the September 21 IBHE FAC meeting, the legislation would "require higher ed institutions to accept dual credit courses or transitional math and English courses, even when those courses inadequately prepare students." Members of the FAC have developed a response to the ISBE, because the ISBE represents K-12, not higher education, and because the ISBE did not appear to consult with any teacher education programs at Illinois universities. Dr. Carr stated that being mindful of higher education conversations across the state and ways that faculty voices might be part of those conversations is what she enjoys about the IBHE FAC.

Chairperson Pynes observed that for many years the WIU representative to the IBHE FAC was Steve Rock, and sometimes Faculty Senate would consider resolutions that generated from the FAC. He stated that when Dr. Rock served on the Council, there was a lot of

communication back and forth, particularly in the years he served as Senate chair. He noted that generally a member of the FAC is appointed as a representative on the IBHE, so this is an important body.

Senator Boynton thanked Dr. Carr for her report. She related that she attended a meeting at the University of Illinois a couple of weeks ago of history teachers from across the state, and the topic of the state authorizing community colleges to offer BSN degrees came up. Dr. Carr replied that a bill on this topic last year did not progress because it was lobbied against by university representatives; FAC lobbied against it as well. Senator Boynton stated that she has heard there might be support for allowing community colleges to offer a four-year education degree, but Dr. Carr replied that she has not heard that. Dr. Carr will include links to follow bills on higher ed in her next set of IBHE FAC meeting notes. She added that if there are any issues that faculty are concerned about or want her to convey to the working groups, she will be happy to share their thoughts.

Senator Rahman thanked Dr. Carr for her great report. She is curious why Governor Rauner has yet to appoint a faculty member to the IBHE, which is a legal requirement. Dr. Carr responded that this was the topic of a statewide faculty senates resolution in the past couple of years. She added that any time that someone from the IBHE or the legislature attends an IBHE FAC meeting, Chair Donovan asks what they can do to get Governor Rauner to appoint a faculty representative to the IBHE. Dr. Carr explained that it was always understood in the past that the FAC would nominate two of its members to be the faculty representative and that the governor would choose one of them, but this has not happened under Governor Rauner. She added that the Governor at one time tried to appoint a part-time computer science faculty member to the IBHE, but when it did not look like the position would be confirmed the nomination was withdrawn. She added that there may be some legislation that is being worked on to try to change this appointment process.

Senator Zbeeb remarked that there have been rumors at WIUQC that the Quad Cities campus will become part of the University of Illinois. Dr. Carr stated that she has heard nothing about that. Interim Provost Neumann stressed that these rumors are false and there are no plans for the U of I to have a Quad Cities campus. She explained that Governor Rauner made this statement in error when he was on a campaign stop several weeks ago. Senator Perabo observed that a clarifying email was sent out about this topic. Chairperson Pynes stated that the President's Executive Institute is working on something with the University of Illinois, but President Thomas put out a press release the day after the Governor's statement refuting it. Senator Bellott observed that the President's press release includes a statement from IBHE Chair Al Goldman that there is talk about doing a business venture, not necessarily an academic venture, to help economic interests in the region. Senator Tasdan added that the venture is based on a research initiative.

3. Provost Search Committee Election Results for Faculty Representation

Chairperson Pynes announced the election results for the Provost Search Committee, adding that they are also available on the Faculty Senate website:

- Erin Taylor, Political Science, representing Arts and Sciences
- Jim McQuillan, Computer Sciences, representing Business and Technology
- Jim LaPrad, Educational Studies, representing Education and Human Services
- Mike Fansler, Music, representing Fine Arts and Communication
- Brian Bellott, Chemistry, representing tenured or tenure-track faculty at-large
- Bill Thompson, University Libraries, representing tenured or tenure-track faculty at-large

4. The Academic Program Elimination Review (APER) Committee members have also been elected:

- Julia Albarracin, Political Science, representing Arts and Sciences
- Bart Jennings, Management and Marketing, representing Business and Technology

- Hal Marchand, Health Sciences and Social Work, representing Education and Human Services
 - Duke Oursler, Art, representing Fine Arts and Communication
 - Linda Zellmer, Malpass Library, representing University Libraries
5. At the request of the Faculty Senate, Interim Provost and Academic Vice President Kathy Neumann will host a meeting to discuss Academic Affairs reorganization and staff reduction on October 24 from 3-4:30 p.m. in the University Union Capitol Rooms, with video conferencing to the QC campus in RF 111. Questions about the event should be directed to Interim Provost Neumann at K-Neumann@wiu.edu or to Faculty Senate Chair Christopher Pynes at CA-Pynes@wiu.edu.
 6. Senior Vice President for Quad Cities and Planning Joe Rives, Interim Vice President for Administrative Services Bill Polley, and Budget Director Letisha Trepac will join President Jack Thomas and Interim Provost Kathy Neumann at individual Town Hall Meetings on the following dates. Questions, particularly those that require data in their response, may be submitted in advance to any of these administrators.

College of Arts and Sciences	October 11, 2018	3:30 PM
College of Business and Technology	October 15, 2018	3:30 PM
School of Global Education and Outreach	November 1, 2018	3:30 PM
College of Education and Human Services	November 5, 2018	3:30 PM
University Libraries	November 8, 2018	3:30 PM
College of Fine Arts and Communication	November 15, 2018	3:30 PM
Western Illinois University-Quad Cities	TBD	TBD

Senator Boynton has had several individuals ask her if they can attend a town hall meeting for a different college if they are unable to attend on the date for their own college. Interim Provost Neumann responded that this would be fine.

III. Reports of Committees and Councils

A. Council on Curricular Programs and Instruction (CCPI) (Anita Hardeman, Chair)

1. Request for New Course
 - a. LEJA 333, Terrorism Investigations, 3 s.h.

NO OBJECTIONS

2. Request for Change of Minor
 - a. Homeland Security

NO OBJECTIONS

3. Revised Policies and Procedures

Dr. Hardeman told senators the changes were prompted by the recent revisions to the definitions of academic terms. Linda Prosis from the Provost's Office and Recording Secretary Annette Hamm also suggested clarifications and updates. Dr. Hardeman related that CCPI debated the changes last spring but it was not brought forward until CCPI had other business to conduct before the Senate.

Senator Boynton asked if there had previously been no specification in the policies and procedures that a unit of credit equals three hours of work. Ms. Hamm responded that this

definition was created after the last update of the policies and procedures in 2010. [Note: This definition was proposed by the Registrar’s Office and approved by CCPI and Faculty Senate in 2013.] Senator Perabo stated that she is glad to see this definition included since she has had to make this point to her online students a number of times, and they are often surprised. Senator Boynton asked if the SGA rep can take the definition of a unit of credit back to SGA with a request that they remind students that a 3 s.h. course requires nine hours of work a week, not three hours.

NO OBJECTIONS

B. Senate Nominating Committee (SNC)
(Ginny Boynton, Chair)

1. Faculty Nominations

SENATE COUNCILS AND COMMITTEES:

Council on Curricular Programs and Instruction (CCPI)

Todd Lough, LEJA	replacing	Ken Clontz	2021	At-large
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Council on Intercollegiate Athletics

John McMurtery, Music	replacing	Amanda Silberer	2019	FA&C
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2. Faculty Representatives on the Social Responsibility Task Force

The Executive Committee asked the Senate Nominating Committee to determine if any senators wished to serve on this task force, then to fill the remainder of the five seats with faculty volunteers. Senator Boynton reported that only Senator Dimitrov volunteered. Other faculty volunteers so far are Bill Knox, English, and Steve Dworkin, Psychology, which she pointed out are all from the College of Arts and Sciences. There were no further nominations, and the three were declared elected. Chairperson Pynes asked the Senate Nominating Committee to continue to work to fill the two remaining seats.

Senator Dimitrov asked why the task force references Social Responsibility when it is charged to look at accreditation. Senator Boynton replied that strategic planning is part of social responsibility; the task force also deals with accreditation and other aspects of revising the strategic plan. She added that while social responsibility is one of WIU’s four core values, this task force will address social responsibility in a different sense than that. Chairperson Pynes agrees that the Social Responsibility Task Force is an oddly titled committee. He served on it for two years and stated that Vice President Rives is good at accommodating everyone by offering two slots for meetings (mornings and afternoons). He added that if faculty have not been able to have access to the upper administration and have ideas they would like to share, service on this task force would be a good way to do it.

IV. Old Business – None

V. New Business

A. Bylaws Change for Summer School Committee

1. First Reading

Summer School Committee Chair Peppi Kenny told senators that the Committee met and made some changes to bylaws revisions suggested by last year’s Executive Committee. Chairperson Pynes pointed out that today’s meeting constitutes first reading; second reading and the vote will occur at the next Senate meeting.

Senators Boynton and Allison observed that the wording in the second proposed duty of the Committee is awkward. Senator Cordes pointed out a missing word in the third duty. Chairperson Pynes agreed that there are infelicities in the wording that could be changed and suggested that the Executive Committee address these before the bylaws come back for the second reading and vote. He asked that senators send their suggestions for better wording to the Recording Secretary so that ExCo can make these minor changes.

Senator Dimitrov asked if the SSC is to “study” or to “review” summer programs at peer institutions. Dr. Kenny replied that last year’s ExCo had suggested the SSC “review summer programs at other institutions” and the SSC changed that to “peer institutions.” Senators expressed some confusion as the intent of this duty. Chairperson Pynes believes what last year’s ExCo intended was for the SSC to look at whether other institutions are offering things in the summer that WIU is not. He added that this stems from the fact that WIU has a summer school system that is governed by constraints, and the SSC is asked to consider if there are ways that WIU can increase its summer school enrollment that have not been considered.

B. For the Good of the Body

Chairperson Pynes reminded senators that Robert Hironimus-Wendt when he served on Faculty Senate asked for this item to be added to the bottom of all Senate agendas, and he would like to reinstate it. Senator Allison asked if the University is looking into updating the list of peer institutions since they may no longer resemble WIU. Chairperson Pynes replied there are several different versions of WIU’s peer institutions. He asked the UPI President when the last time UPI’s peer group list was updated and was told that it has not been changed since 2005. He promised that there would be further conversations about WIU’s peer groups.

Interim Provost Neumann agrees that WIU’s peer groups probably no longer look like WIU in most cases, so there needs to be a discussion about reopening them and having everyone provide input. She pointed out that, in addition to the Macomb and QC campus peer review lists and the UPI list, Institutional Research and Planning also has a list of peer institutions that it uses, which includes state universities and some institutions in the border states to which Illinois students are migrating. Chairperson Pynes believes it is important for WIU not to be too self-referential; he prefers that some peer institutions be from farther away.

Interim Provost Neumann stated that the UPI peer institution list is negotiated between the UPI leadership and WIU administration. Senator Allison remarked she is not concerned about the UPI negotiated peer group list but is interested in the academic list, specifically regarding who gets to provide input into which institutions are determined to be academic peers. Interim Provost Neumann asked how that process worked last time. Senator Cordes responded that the list of academic peers was reworked as part of the Higher Learning Commission/North Central Association reaccreditation process. He stated that possible peer institutions were compared to various categories on a spreadsheet, and the committee went through them one-by-one; the categories included size, faculty-student ratio, enrollment, and more. Vice President Rives spearheaded the process. Chairperson Pynes added that Vice President Rives came to Faculty Senate for endorsement of the final list.

Senator Bellott remarked that Interim Provost Neumann said that Institutional Research and Planning looks at border schools where Illinois students are migrating, but he did not get that information when IRP Director Angela Bonifas made her presentation at the Board of Trustees meeting; he thought that Ms. Bonifas included the border schools simply because they were close to WIU. Interim Provost Neumann apologized that the migration of students may not have been Ms. Bonifas’s connection but her own because data shows that Illinois students are often migrating to Wisconsin and Indiana. Senator Bellott remarked that students seem to be migrating to the big state schools, such as University of Iowa and University of Wisconsin, whereas the group that Ms. Bonifas was referencing specifically included schools very close to Illinois’s border.

Chairperson Pynes observed that he could foresee the Social Responsibility Task Force getting the job of updating WIU's list of academic peer institutions. He pointed out that Vice President Rives is in charge of planning, and part of that is comparing WIU to its peers, so he thinks he could be asked for an update. He added that President Thomas has said in the past that he wants the University to also have an aspirational list. Senator Allison asked if Faculty Senate could request that Vice President Rives update the academic peer lists. Chairperson Pynes responded that a faculty member had asked him how WIU determines its peer groups, so he is already working on that and trying to see how the lists can be updated in an appropriate way. He pointed out that there are special peer groups for the Quad Cities and the Council for Administrative Personnel, but he will work to get them all figured out. Senator Boynton pointed out that individuals on the Social Responsibility Task Force will have direct access to Vice President Rives. Senator Allison stressed that benchmarks do matter; for example, the Council on General Education (CGE) used benchmarks to see which institutions have General Education programs that look like WIU's.

Senator Bellott asked if General Education should continue to be frozen and if the moratorium on new Gen Ed requests has to wait on the President's approval of the General Education Review Committee (GERC) report. Chairperson Pynes replied that GERC is done; he has told the Chair of CGE, both on the Senate floor and in writing, that from the perspective of Faculty Senate, Gen Ed is open again. He stated that that President is thinking about his approval of the report and may have some requests to submit to Faculty Senate, but from the Senate's point of view, GERC will not be reconstituted in its former version, and the moratorium is over. Senator Bellott asked if this means that people should again begin submitting requests for General Education inclusion; Chairperson Pynes replied that is correct.

Senator Rahman stated that she thinks it would be "for the good of the body" to talk about realignment. She noted that there have been discussions of realignment that involved senators asking questions of the Interim Provost, but thinks it would be beneficial to start to have discussions with each other. She would like to know what her fellow senators are hearing and thinking about realignment. Senator Czechowski replied that she has not heard anything so far. She stated that since Senator Allison reported that her department had their realignment meeting with the Interim Provost, she would like to know how they felt afterward and Senator Allison's post-meeting take on the situation is since this level of realignment is not going on in her college. She asked if Senator Allison senses that there is more or less confusion now than before that meeting. Senator Allison replied that there is not a sense of clarity. She related that faculty in the Department of English had lots of questions – not only about realignment but also about the layoffs. She pointed out that other departments may have similar questions, but English is kind of extraordinary; English faculty questioned why the layoffs happened in their department, why they occurred at the level in which they did, and how the remaining faculty are expected to teach those classes, and these questions were a backdrop to the realignment questions. Senator Allison related that English faculty asked what examples they should be looking at for similar realignments; Senator Allison has not researched those examples yet and cannot remember them, with the exception of Shreveport, about which some English faculty had concerns. She related that one example was formerly a community college that has now become a college, which echoes the concerns English has that some of the proposed realignment appears to make WIU look more like a community college than a four-year university.

Senator Perabo volunteered to provide an overview of the things she has been hearing about the realignment. She has heard that chairs have been meeting weekly to discuss how to approach dividing up into some combinations which will probably not be called "schools" but perhaps may be referred to as "divisions." She stated that her understanding is that chairs have been told they have to "figure something out," and the former idea of combining into Schools of Humanities and Social Sciences, Science and Mathematics, and a combination of Psychology, Biology, and Nursing has been thrown out, although she understands that Psychology, Biology, and Nursing will remain separate. She understands that chairs are talking to their faculty and to other chairs, that there are many different suggestions about how things could fit together, and that the process is fairly chaotic. She thinks the process involves who wants to be with whom, how things should be configured, and how many people will have to be in each division. Senator Perabo reported the

overarching question that everyone keeps asking is what the purpose is of realignment. She wonders if there is any academic justification or if the realignment is a pretext so that chairs can be gotten rid of and faculty laid off easier. She thinks the College of Arts and Sciences is trying to determine how they can configure themselves so that the administration is happy and there is some semblance of academic integrity, while at the same time realizing that even if some configuration is determined, the administration can still say that even though departments were asked to discuss these plans, they already had one that they really wanted to implement.

Senator Boynton related that she has been hearing a lot from her department's students, both as the advisor for the Associated Students of History and in the Gen Ed classes she teaches. She related that students are very confused, and she wonders what they are expected to get out of this reorganization and whether it is beneficial for them. She asked how the reorganization will make students' experiences richer and deeper than they are currently. She wonders, if this is not what the administration is trying to do by this reorganization, why it is being proposed.

Chairperson Pynes pointed out that Interim Provost Neumann will give a presentation on October 24. He suggested that if senators can phrase their comments into a principle question that the Interim Provost could answer at this meeting, that might be a good idea. Chairperson Pynes has asked Interim Provost Neumann to articulate a guiding principle for how the reorganization will work and an ultimate justification for it. He thinks it would be nice to see some kind of overriding principle rather than just saying that the reason for the reorganization is the budget – unless the justification is, in fact, the budget – because the President says that is the reason but the Interim Provost says it is not. Senator Allison related that English faculty were told in their meeting that the reason for the realignment is not budgetary. She thinks the silence amongst faculty in general about what is happening is interesting; although she does sometimes hear faculty in other departments expressing anxiety about the process, there does not seem to be a strategy to deal with this anxiety or a way to ask these types of questions.

Senator Boynton said it is curious that the plan originally proposed does not touch the existing college structure or deans. She noted that WIU used to have six colleges and now has four. Chairperson Pynes asked if he could turn that into a question for the Interim Provost's presentation; Senator Boynton encouraged him to do so. Chairperson Pynes noted that one justification the Interim Provost gave for the elimination of certain departments was to address the problem of silos, but he wonders why silos stop at the college boundaries and why reconfiguration of colleges is not being considered. Senator Boynton observed that the Department of History teaches history courses, for example, but there are also history courses taught in Music, Theatre, and Art. She wonders why the conversation about reorganization stops at college borders when the University could save a lot more money by firing deans than by firing chairs.

Senator Delany-Barmann related that the Department of Educational Studies met with Interim Provost Neumann and Associate Provost Russ Morgan and had a fruitful and good discussion. She said faculty were able to share their concerns and express some sort of plan to ask that the reorganization be done in a thoughtful manner. She told senators that faculty in her department are not totally opposed to creating a School of Education, but they want it to be done thoughtfully rather than merging departments that have already been merged a few times. She stated that her faculty colleagues want to investigate a few models and do not want to lose any of their chairs because they think that chairs provide a very important role. Senator Delany-Barmann pointed out that chairs work on accreditation and provide fundamental leadership; even with program coordinators that work across departments, chairs are still incredibly busy and "can barely keep their noses above water." Regarding the issue of anxiety, Senator Delany-Barmann stated that chairs provide communication with the Interim Provost and Deans, as well as communication between faculty – because chairs are faculty – and she would feel vulnerable without chairs being present or even with one less chair. Senator Delany-Barmann stated that after 23 years at WIU, she cannot believe that she feels vulnerable, which says something about the current state of the institution. She clarified that her vulnerability is not necessarily because the administration has been mean or vindictive or that she feels they are "going after us," but because she thinks the University is in serious trouble, which merits a lot of thought about how to go about addressing the issues in

front of us. She does not feel that eliminating programs or people does that, but she also admitted that she is unable to see the whole picture.

Chairperson Pynes asked the senators in the Quad Cities if they had anything they would like to tell the Macomb faculty about the reorganization. Senator Hyde, who also serves in Educational Studies, responded that Senator Delany-Barmann described what went on in their meeting this morning, but before the meeting faculty used Google Docs to organize their thoughts and concerns and to start generating questions and options for discussion. She added that because of this pre-meeting preparation, faculty had more time to ask questions in their meeting and generate more options, and it went pretty well.

Senator Allison thinks the University is at a place where everyone needs to think about change and how WIU can grow and become something different, but she is very concerned about the process. She believes that if the University wants to truly break out of silos, it should look to an example that is truly outside of silos, such as Evergreen State College in Olympia, Washington, which has no departments. Senator Allison thinks that if WIU is going to upend things, then an example that is truly successful needs to be considered. She pointed out that it is a college rather than a university, and she does not know how that would work; Evergreen is a state school and has received positive feedback, but it is radically different than WIU.

Senator Rahman has been thinking about the two reasons for realignment that have been given. She stated that the Interim Provost says the purpose for the realignment is to foster collaboration and get out of silos while the President says the purpose of realignment is cost savings. In thinking about those two reasons, Senator Rahman observed that having chairs become full professors does not actually save that much money – only two months' salary. She thinks that with 500 Ph.Ds. on campus, there should be able to be discussions about saving money that do not make the individuals who have worked at WIU 23 years feel vulnerable. She has observed the collaboration between Senators McIlvaine-Newsad and Delany-Barmann, who took students to Puerto Rico this past summer, so does not think lack of collaboration is a very large problem. Senator Rahman believes WIU is in the midst of an existential crisis caused by losing a quarter of the University's students over the past six years, and that is a problem she would like to try to solve, as everyone should. Solving this problem makes sense to Senator Rahman, but it does not make sense to realign to resolve a problem that is either not getting solved or is not that big of a problem. She is happy, however, to think and talk about something that will solve the existential problem. She does not see this as the end of the discussion but as the beginning of a longer discussion that will go on because Senator Rahman will keep bringing it up; she believes there is a need to think about these issues as a Senate to determine what Faculty Senate is going to do, say, or respond to these issues. Senator Rahman told senators that there will be presentations from the administration for them to think about, but senators represent the University faculty, so they need to consider being more pro-active than just developing a list of questions for the Interim Provost to answer, and she would like them to think about these things.

Senator McIlvaine-Newsad said in thinking about her collaborations with Senator Delany-Barmann, Management and Marketing professor Gordon Rands, and with many other faculty across disciplines, they always started with a statement of where they wanted to go and what they wanted to be, but as long as she has been at WIU this type of vision has not been apparent to her. She wonders if this is perhaps where Faculty Senate should start. Senator McIlvaine-Newsad acknowledged that she is at WIU because she loves to teach, and it should not be difficult for senators to come up with a statement regarding what they want their students to get out of their education at WIU. She believes that such a statement could include contributions from everyone at the table and is where the Senate should start.

Senator Zbeeb agrees with Senator Rahman that the focus should definitely be on student recruitment. He related that last Friday the School of Engineering invited high school students from the Quad Cities and surrounding areas to visit; they have welcomed about 100 students each Friday so far. He stated that Engineering faculty have been very involved in taking these students on a tour of the facilities and showing them the labs and spend two to three hours talking to them. He has not,

however, seen any representatives from Admissions talk to these students about scholarships and things that they can offer them. Senator Zbeeb is disappointed that the problem seems to be tackled in a one-sided way by focusing on realignment and cutting programs while the University should be thinking about expanding programs and bringing in more students. He agrees with Senator Rahman that the administration is going about this the wrong way; he does not think the issue is realignment but recruitment. Senator Zbeeb pointed out that WIU is the only public university in the Quad Cities, but nobody knows about it. He has observed that the University of Iowa and the University of Missouri are more present in the Quad Cities than WIU, which shows that realignment is not the problem. Senator Zbeeb believes that the number of high school students who visited in the last couple of weeks is really a testimony to this fact. He related that a QC Admissions rep had to be pushed to talk to these students for five minutes, and he did not see any excitement. He agrees that realignment is not the solution to WIU's problems and believes that WIU can realign all it wants and will still lose more students.

Senator Tasdan related that he has been increasingly witnessing that younger faculty are constantly applying to other institutions; they do not see a future at WIU when there is talk about laying off and realigning. He is even seeing full faculty members looking elsewhere and wanting to consider other options and thinks that the administration needs to be aware of this. He believes that recruitment is important but that it is also important to keep Western's faculty intact, and right now there is a brain drain.

Chairperson Pynes agrees that there has been a significant amount of people retiring and leaving the University. He does not understand why the Quad Cities struggles to increase its enrollment but it has not increased. He observed that IRP data shows that from 2006 to this fall, the Macomb campus is down 48 percent and the overall campus is down 39 percent. He believes that WIU does not have a realignment problem; its problem is a lack of students. He agrees with Senator Zbeeb that eliminating programs does not make WIU more attractive but rather makes it less attractive to those students who do not know what they want to study. He related that Senator McIlvaine-Newsad told the Executive Committee that a student told her he did not want to go to Purdue because he did not want to go to an "engineering" school. Chairperson Pynes believes that the more WIU focuses on one or two major programs, the more it will not attract the type of student who did not want to go to Purdue because he wanted to have a university experience. Chairperson Pynes is sympathetic to Senator Zbeeb's concerns that fewer programs means fewer students.

Senator Czechowski related that when students come to the campus, if faculty have an opportunity to talk to them face-to-face and they can see WIU's facilities, then nine times out of ten those students end up enrolling at WIU because they see what a great place it is, but unless they come to the campuses they often do not know about WIU. When Senator Czechowski compares WIU's Art Department to others around the state, she has the best printmaking facilities of them all. Senator Czechowski has colleagues from Eastern Illinois University and Northern Illinois University coming to WIU to see what she is doing, but students are unaware of this unless they physically come to campus. She does not understand why the information about how great Western is seems not to be "out there." She pointed out that Senators McIlvaine-Newsad and Delany-Barmann are taking students around the world, but that information seems to be unknown. Senator Czechowski supports what other senators are saying and thinks WIU's problem is not one of realignment.

Senator McIlvaine-Newsad has learned that nobody knows what WIU is doing until she tells them. She pointed out that WIU's anthropologists are doing a job they have not been trained to do in recruiting students, so they reach out to their colleagues and support staff for help. She related that when she wanted to promote the Puerto Rico trip, she and Senator Delany-Barmann Googled how to make a YouTube video; she also promotes her program on her Snapchat account since her children have informed her that Facebook "is for old people." Senator McIlvaine-Newsad pointed out that WIU just recently got its first digital marketer, who is completely overwhelmed. She believes that faculty need to promote the good things that they do themselves and need to teach themselves new skills because otherwise no one will pat them on the back for what they are doing.

Senator Allison thinks Senator McIlvaine-Newsad is absolutely right. She had her daughter help create her course flyers this year. She thinks faculty need to have more space to be able to say to small groups of other interested faculty that this is how they promoted their courses because, for example, she would never have thought about doing a YouTube video. Senator McIlvaine-Newsad recommended that Senator Allison read the Board of Trustees minutes where she provided a short summary of what she has done for the past two and a half years. She related that first and foremost Anthropology has worked together as colleagues and have not been fighting with one another, which is some of the anxiety with everybody wanting to protect their own areas.

Senator Dimitrov related that about a year ago he read a *Wall Street Journal* article about whether a university education is worth the effort, and for a lot of years many parents and students have thought it is not worth the money and effort. He connected this with a statistics program at George Washington University that combined mathematics with interesting subjects but found that all students want to learn is computer programming so that they can find a job that pays a lot of money and avoid high debt. Senator Dimitrov believes that if WIU keeps on accepting students that do not know the answer to 7x8, these students can be brought to a certain level but will not be employable after that, so going to WIU may not be worth it for them. He thinks the University needs to rethink its recruitment strategy, and perhaps the program realignment may not be the best strategy overall. Senator Dimitrov pointed out that if WIU accepts students with a lot of deficiencies, then a 17:1 student-faculty ratio may not be reasonable for students who need extra help. He does not think WIU should be accepting students for which it is socially responsible if a WIU education will not work for them at the end of the day.

Motion: To adjourn (Maskarinec)

The Faculty Senate adjourned at 5:25 p.m.

Susan Czechowski, Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary