

WESTERN ILLINOIS UNIVERSITY
FACULTY SENATE
Regular Meeting, 6 November 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 (via zoom), 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: David Banash, Tom Blackford, Keith Boeckelman, Angela Bonifas, Emily Boyer, Amy Carr, Katrina Daytner, Dennis DeVolder, Eric Faierson (via teleconference), Tara Feld, Jose Fernandez, Rich Filipink, Christopher Ginn, Anita Hardeman, Keith Holz, Buzz Hoon, Sharon Keeling, Bill Knox, Angela Lynn, Madison Lynn, Jana Marikova, Colton Markey, Sue Martinelli-Fernandez, Kyle Mayborn, Rose McConnell, Kristi Mindrup (via teleconference), Mark Mossman, Rich Musser, Jill Myers, Lorette Oden, MaCherie Placide Renee Polubinsky, Steve Rock, Amanda Silberer, Bill Thompson, Letisha Trepac, Seyfi Turkelli, Ron Williams

Chairperson Pynes announced that this is the last Faculty Senate meeting before Thanksgiving and wished everyone a good Thanksgiving break. He also encouraged anyone who has not voted yet to do so after the meeting.

I. Consideration of Minutes

A. October 23, 2018

- On p. 6, the second line of the third paragraph states that "...students who want to be licensed have to take multiple state required tests that cost over \$100..." Senator Boynton clarified this should state "over \$100 each."

MINUTES APPROVED AS CORRECTED

Senator Perabo recommended some editing of the Executive Committee minutes from October 30:

1. In the second paragraph under item #2 on p. 4, the sentence "Senator Perabo suspects some decisions affecting layoffs were made prior to the July press release..." should be changed to "Senator Perabo suspects some decisions affecting **realignment** were made prior..."
2. The third paragraph under item #2 on p. 4 states that "Interim Provost Neumann stressed that first there is the need to detangle the restructuring from the layoffs." Senator Perabo asked that after this sentence the following be added: "Senator Perabo objected to detangling the two, but said this could be addressed later."
3. The second paragraph on p. 5, states that "...one of the four Philosophy professors is scheduled to be laid off even though their SCH has only decreased by 15 percent, which does not seem that bad." Senator Perabo asked that this sentence specify that "their SCH has only decreased by 15 percent, at the same time their number of faculty was cut 20 percent, from 5 professors to 4."

Senator Plos provided clarification and corrections to the Executive Committee minutes of October 30, p. 6, paragraph 3, dealing with the status of the Athletic Training (AT) program. Senator Plos told senators she was appointed this fall as the Athletic Training Program Director and has been the Clinical Education Coordinator for Athletic Training for the past 16 years. She thanked Interim Provost Neumann for all her support of the AT program. Senator Plos related she

has had many meetings with Interim Provost Neumann and other members of WIU's administration about what the department plans to do about its Athletic Training program.

Senator Plos stressed that Athletic Training has not lost its accreditation but continues to maintain its accreditation and compliance with accreditation standards. She explained that the Commission on Accreditation of Athletic Training Education (CAATE) has mandated, as stated by Interim Provost Neumann at the Executive Committee meeting, that all institutions across the country must transition their Athletic Training programs to the master's degree level by submitting an Intent for Substantive Change of Degree by October 1, 2022. After the start of Fall 2022, baccalaureate AT programs may not admit, enroll, or matriculate students into the Athletic Training program, and all undergraduate AT programs will be dissolved accordingly. Senator Plos related that, in response to this accreditation mandate and with the support of Interim Provost Neumann and the administration, WIU's AT program developed its Teach Out plan and accepted its last cohort of students in Spring 2018. She explained this step was taken in order to avoid a multiple-year overlap of the undergraduate and graduate AT programs because insufficient faculty and resources are available to support two programs going on simultaneously. In Spring 2018, Kinesiology requested the hire of a new AT Program Director to develop and run the master's program while Senator Plos, as Clinical Education Coordinator, and Kinesiology Chair Renee Polubinsky, who until Fall 2018 served as the AT undergraduate Program Director, completed the Teach Out plan and undergraduate accreditation requirements. Senator Plos told senators that, although the duties of the new AT master's Program Director were to have begun on August 1, 2018, the search failed due to a minimal, unqualified applicant pool.

Senator Plos told senators that when Dr. Polubinsky became permanent Kinesiology Department Chair, accreditation standards would no longer allow her to be AT Program Director due to the loss of her faculty voting rights and privileges. This fact, combined with the failed search; the lack of the mandated number of AT faculty necessary to meet teaching loads; the administrative duties and accreditation standards of the existing AT program; an upcoming undergraduate accreditation self-study report (due July 1, 2019) and subsequent onsite accreditation visit; the new accreditation standards going into effect in 2020; and the start of the new academic year in less than one month, warranted the difficult decision on how to proceed with the existing AT program. Senator Plos reported that, after discussions with peer Athletic Training programs and CAATE representatives, consideration of the financial costs of accreditation, and taking into account the needs of the AT program in regards to equipment, faculty, and training to maintain accreditation and run a master's degree, as well as the current state of the University, the AT program made the recommendation to postpone its transition to the master's degree until the Teach Out is completed in 2021. Senator Plos stressed that it was the AT program, not the Provost's office, that made this recommendation; they proposed it as a "self-preservation mode" until the University can stabilize and not as a "self-dissolving mode." She added that the department has every intention to move forward with the AT master's program in the future and hopes that WIU's administration continues to support the transition.

Chairperson Pynes asked if this means that no student will be able to obtain an undergraduate degree in Athletic Training at any university any longer; Senator Plos confirmed this is correct. Chairperson Pynes asked what undergraduate degree students will obtain in order to go on for an Athletic Training master's degree. Senator Plos replied that Exercise Science is the number one major that most undergraduates take in order to go into Athletic Training. She explained that every institution has its own preferred route for students who want to go on for the AT master's degree; at WIU, the plan was to have students complete the Exercise Science major with an Athletic Training minor that is currently under construction, but there is also discussion of developing an undergraduate degree in collaboration with Health Science that would lead to the AT master's program. Chairperson Pynes remarked that it is strange to think that students cannot get an undergraduate degree in the same program in which they would get their master's degree; he added that this seems to confuse the process. Senator Plos explained that athletic trainers are healthcare professionals, and in order for them to reach the pay level and recognition of other healthcare professionals, such as physical therapists and nurses, they need to complete a higher degree level. She added that with an undergraduate degree, athletic trainers are only considered to

be technicians. She said that the accrediting agency and the national organization believe that by moving to a master's level, athletic trainers will get the recognition they need to be able to earn the pay that they deserve as healthcare professionals. Chairperson Pynes remarked that this clears up the reasoning behind this decision.

II. Announcements

A. Approvals from the President and Provost

1. Approvals from the President

- a. General Education Review Committee (GERC) final report

2. Approvals from the Provost

- a. Requests for Changes of Minors

- i. French
- ii. Spanish

- b. Request for Change of Major

- i. Foreign Languages and Cultures

B. Provost's Report

Interim Provost Neumann told senators that the dedication of the McCamey Crime Lab in Tillman Hall was held yesterday afternoon (November 5). She thanked those who were able to attend and said the room was packed with everyone from former students to firefighters from the region as well as current WIU students. Interim Provost Neumann believes that WIU students will get a lot of good use out of the facility, the funds for which were donated by the family of Bill McCamey, a longtime faculty member in the School of Law Enforcement and Justice Administration.

A ceremony to honor veterans will be held on Friday, November 9 at 11:00 a.m. at the Sherman Hall flagpole. Friday is also Biology Day, and high school students have been invited to visit the department. Also on Friday, the Department of Theatre and Dance will host "A Day in the Life" for interested high school students.

Area school administrators have given \$5,000 to the Great River Teacher Corp in support of WIU students.

Town and Gown will be held on Thursday, November 15 at 5:30 at the Macomb Dining Company. Interim Provost Neumann stated that there is no charge for the event this year. She added that the event provides a great way for the University and the community to interact with each other.

Interim Provost Neumann read to Faculty Senate her letter of resignation:

"After much thought and reflection, I have decided to step down from my position as interim Provost and Academic Vice President at Western Illinois University effective December 31, 2018.

This has been a very difficult decision for me because I have truly appreciated the opportunity to work on the multitude of current issues facing Academic Affairs. While my energy and passion for serving the University remain unabated, I have come to the reluctant conclusion that it is time for me to pass the baton on to new leadership so that the discussions about how to move the institution forward may continue in a positive and constructive manner.

I look forward to working and interacting with our students when I ultimately transition back to the classroom in the future.

I will work with everyone to tied up as many loose ends as possible before the end of the calendar year.

Congratulations to Dean Clow - who has graciously agreed to serve as Interim Provost starting January 1st!!”

University Professionals of Illinois (UPI) President Bill Thompson asked if Interim Provost Neumann would discuss Phase II, which was mentioned on the recording of the closed session of the Board of Trustees on July 28, 2018, which was released yesterday. He noted that Phase I involved the laying off of 26 faculty, and it appears from the recording that the University is now in Phase II of some kind of faculty reduction process. Interim Provost Neumann responded that Phase II was restructuring. Dr. Thompson asked if there is a Phase III; Interim Provost Neumann responded that there is not a Phase III of which she is aware.

Dr. Thompson asked if the 107 faculty positions mentioned on the recording include the 62 positions eliminated alongside the 26 layoffs; Interim Provost Neumann responded that it does not, adding that the number includes unfilled positions. Dr. Thompson asked how many of the 107 are unfilled positions; Interim Provost Neumann responded she did not bring that information with her and would have to go back to look.

Senator Hyde asked what the information on the recording means for the University’s discussion about the realignment. She asked whether the open houses and department meetings will continue. Interim Provost Neumann anticipates that all of the meetings scheduled will continue and the University community will continue to have discussions about a variety of topics that have already come up in previous town halls.

Senator Allison remarked that from listening to the recording it is clear that there is an elimination list for programs regardless of the Academic Program Elimination Review (APER) Committee report. She asked when Faculty Senate will know what that list is. Interim Provost Neumann responded that, although this is how it came across on the recording, there is not a second or alternative list aside from the list that was given to the APER Committee. Senator Allison remarked that, although Interim Provost Neumann says “it came across that way,” to her it seemed pretty clear. She related that one person on the recording predicted that the APER Committee will report that they do not recommend that any programs be eliminated and then asked, “Do you already know what you are going to eliminate,” to which the President and Interim Provost responded that they do. Senator Allison does not know how else this could “come across.” Interim Provost Neumann explained that the list of programs that was provided to the APER Committee is the list that will be reviewed with their recommendations. She added that every program will be reviewed before any final decisions are made.

Senator Cordes asked how low-performing programs look across other universities in the state; he wonders if programs on the APER list are also low performing at other institutions. Interim Provost Neumann responded that Angela Bonifas, the Director for Institutional Research and Planning, could best answer this question. Ms. Bonifas responded that the Illinois Board of Higher Education (IBHE) publishes this information at www.ibhe.org, where anyone can see the public universities’ low enrollment/low productivity reports. Senator Cordes thinks it would be good to see how others handle the information if this is occurring at other institutions. He remarked that the last time he looked, low performance was not the only criteria the IBHE was using; there were three other categories that can be used to explain why a program is low performing. He asked if this is still an option and whether Faculty Senate could hear more about this when APER is discussed. He does not think the list is just cut and dried and based solely on numbers, but he has not heard about the other options in recent discussions. Interim Provost Neumann replied that this type of explanation is still available. She observed that the APER Committee is very engaged and

is looking at a wide variety of information. She believes the Committee is taking their task seriously and spending a lot of time on it, so she thinks everyone needs to let them do their work and come back with their observations and recommendations. Senator Cordes explained his remarks were prompted by his feeling that people are not aware that there are other criteria that can be considered.

Senator Boynton is curious about the significance of Trustee Cathy Early stepping down from the BOT, leaving the Board with five non-student Trustees, three of whom are from the Quad Cities and only one of whom is from Macomb. She asked if there will be any effort to nominate more Trustees from the Macomb campus. Interim Provost Neumann responded that she knows several people are already nominating individuals for the vacant Trustee positions, but they are Governor-appointed seats. She has heard Senator Boynton's concern expressed by various members of the Macomb community and by individuals on the WIU-Macomb campus, so hopefully there will be some recommendations for appointment. She added that no clue has been dropped about when the institution might know who will be appointed to fill the vacancies.

Dr. Thompson stated that Interim Provost Neumann has a really hard job, and he recognizes that he has been one reason why that job is a little harder. He recognizes that the job of Provost is seven days a week, all day long, and that many days Interim Provost Neumann will probably have to disappoint somebody for some reason. Dr. Thompson also recognizes that Interim Provost Neumann has had to do this job under very difficult circumstances, and the people making the circumstances difficult are the ones she sometimes has to kowtow to, which is not pleasant to have to do in Springfield. He realizes that the person in this position often has to face individual crises – whether crises of faculty, administrators or students – that will probably affect the sleep of the person in this office. He noted that this job does not stop; wherever Interim Provost Neumann goes, people ask her questions. Dr. Thompson stated that he would like to acknowledge the fact that Interim Provost Neumann has had to work like a demon under very difficult circumstances and under a lot of pressure. He added that leading WIU through this time would be difficult for anybody, and it has been difficult for everyone associated with WIU, but Interim Provost Neumann has had to be the point person even when she did not want to be or had to represent a policy in which she may not personally believe. Dr. Thompson told Interim Provost Neumann that she has kept her equanimity through all of this, and he acknowledges her hard work (and great carrot cake).

Senator Tasdan asked if there is a transcript of the recording that the public can read. He noted that there is a link to the minutes on the same page as the recording, but they are very brief. Interim Provost Neumann replied that she will check. Senator Dimitrov asked about how the 107 faculty positions referred to on the recording was determined. He wonders if it is the amount of savings for unfilled positions divided by the average salary of those positions, whether it represents the number of positions that would need to be eliminated in order to save a predetermined amount of dollars, or whether the number of faculty positions is actually 107. Chairperson Pynes clarified that on the recording it was stated that there is a list of 107 people and that the savings from those positions would be \$6.7 million. He clarified that Senator Dimitrov is asking if \$6.7 million divided by the average salaries of these individuals equals 107 or if there is an actual list of 107 people. Interim Provost Neumann responded that the reference was to 107 positions and the salaries attached to those positions, whether they are empty and will not be filled or something else. Senator Dimitrov asked if the administration determined that \$6.7 million in savings was needed and then determined a list of 107 positions for which the salaries add up to this figure. Interim Provost Neumann responded that this is correct, adding that the number would not have been that specific if it was an estimate. Senator Dimitrov asked if Interim Provost Neumann can provide that list; she responded that she can. Senator Czechowski asked if there are names on that list that Faculty Senate does not yet know about. Interim Provost Neumann responded that there are not; the list includes open positions as well as the positions that everyone knows about.

Senator Tasdan observed that the Budget Director spoke on the recording about projections for FY 19 and 20. He wonders if Interim Provost Neumann can obtain that information for Faculty Senate. Chairperson Pynes stated that the Executive Committee has asked the Chair of the Senate

Budget Transparency Committee to meet with the Budget Director to get more specific information faster for the benefit of Faculty Senate, so she will work on getting that information. He added that the Budget Director, although present at today's meeting, probably is not prepared to answer that question today; Budget Director Letisha Trepac confirmed that she did not bring any paperwork with her today.

Senator Allison remarked that at one point on the recording, Senior Vice President for Strategic Planning and Initiatives Joe Rives asked if the discussion about reductions would continue at the BOT retreat. She assumes that information will be requested via the Freedom of Information Act (FOIA). She asked if there is anything that Faculty Senate should know while waiting for the FOIA process to go forward. Senator Allison added that she is concerned about the list of 107 people and about the APER list that may or may exist and wonders if there are any more shoes that are still going to drop. Interim Provost Neumann responded that the BOT retreat was an open meeting; she does not believe there was a closed session. Senator Allison observed that Vice President Rives had indicated there would be a closed session. Chairperson Pynes added that typically there is a closed session at the BOT retreats but he does not believe there was one at last summer's retreat. Interim Provost Neumann said she does not remember there being a closed session and did not provide an additional list at the retreat. Dr. Thompson said he will be requesting an Open Meetings Act review; the 60 days allowable to request the review has passed, but he plans to ask for an exception because the incriminating remarks were not available five to six months ago for that to play out in time to make that deadline. Chairperson Pynes observed that the Interim Provost said there are a certain number of "positions," but without seeing a list there is no way of knowing if those are filled or unfilled positions; it is unknown if people are attached to those positions or if they represent individuals who have retired.

Senator Allison recalled that the topic of the General Education Review Committee (GERC) was raised on the recording. She noted that President Thomas has approved the report, but it seems – both from the recording and the Executive Committee minutes – that the administration is prepared to circumvent faculty governance on Gen Ed and the GERC report. She observed the sentiment seems to be that GERC did not do anything for two years, which Senator Allison, who served on GERC, takes exception to. She said the administration seems to be saying that since GERC did not do anything with Gen Ed, the administration will do something, which appears to be "dealing with" the Multicultural requirement, and she wonders about the status of this. Chairperson Pynes responded that the Executive Committee considers the GERC report to be approved. He sent a letter to President Thomas today. Chairperson Pynes related that President Thomas's letter regarding the GERC report included two additional charges; one of those charges is being sent to the Council for International Education (CIE), while the other charge has already been rejected by the Executive Committee, so that is the current status.

Senator Rahman remarked that the Executive Committee minutes show pretty clearly that, even though the administration may not be able to eliminate the Multicultural category of General Education, CIE will be asked to eliminate Global Issues (GI) courses. She stated that, as someone who teaches both Multicultural and Global Issues courses, she believes that an anti-racist education is really important and that every WIU student should take a Multicultural course that teaches about racism in this country and a Global Issues course that teaches about racism outside of the U.S. She believes that every student should have, by the end of their college career, taken a Multicultural and a GI course, so reading that there is a desire on the part of upper administration to do away with these courses is very disappointing because WIU students really need them.

Chairperson Pynes stated that the letter from the President back to the Faculty Senate said he would like the Interim Provost to "address" the Foreign Language/Global Issues (FLGI) requirement "with the appropriate committee." Chairperson Pynes reported that, after a 15-minute discussion with Interim Provost Neumann, she has asked to meet with CIE and do an assessment of FLGI to see if it is serving students in the appropriate way. He explained that if it is not, the Faculty Senate can consider changing or eliminating the requirement. He believes this is a multi-faceted charge because the President used the word "address," and the Executive Committee had

to drill down to see what that meant. He added that hopefully the Interim Provost and CIE will come to some clarity about what they want to do with the requirement.

Chairperson Pynes stated that in terms of the Multicultural category, that issue has been decided by GERC and the Faculty Senate. Senator Perabo remarked that she and Senator Allison were both on the Multicultural subcommittee of GERC, which was asked to address the relationship between Multicultural and GI classes. She recalled the subcommittee in their report came out strongly in favor of maintaining both the Multicultural and FLGI requirements. She added this was something the subcommittee was asked to investigate, and they discussed the topic at length before reaching that conclusion. Chairperson Pynes related that the administration's main concern regards transfer students; the Executive Committee provided them with several options regarding how to handle transfer students so that they can get credit for GI courses transferring in to WIU. He added that senators do not have to have this debate today because CIE will do that on behalf of Faculty Senate. Senator Boynton asked if students can still meet the FLGI requirement by taking a General Education GI course, one specific GI course in their major, or by studying abroad; Chairperson Pynes confirmed this is correct.

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

Mr. Markey informed senators that SGA is co-sponsoring an election night watching event at the Multicultural Center tonight. SGA has also been participating in the letter-writing campaign to encourage legislators in Springfield to release funds for the WIU Center for the Performing Arts.

D. Other Announcements

1. IBHE Faculty Advisory Council Notes from October Meeting

Amy Carr, WIU's Representative to the Illinois Board of Higher Education (IBHE) Faculty Advisory Council, provided her notes from the October 18 meeting to be included in Senate packets. These can be found on the Faculty Senate website at http://www.wiu.edu/faculty_senate/committees/wiu_councils_committees/bohe-fac.php.

2. Bill Kincaid, Theatre and Dance, was elected to fill a one-semester vacancy on the University Personnel Committee. He will represent the College of Fine Arts and Communication for the spring semester to replace Rick Kurasz while he is on sabbatical.

3. A panel discussion on "The War to End All Wars? 100 Years Later: Global Perspectives on the Legacy of the Great War" will be held at 4:30 p.m. on Wednesday, November 7 in Morgan Hall 101A. Panel participants include Ginny Boynton, Ute Chamberlin, Febe Pamonag, and Rich Filipink from the Department of History and Brian Locke from the School of Music. Short presentations will be followed by a general discussion. Senator Boynton pointed out that Sunday, November 11 is the 100th anniversary of the armistice that ended World War I, during which over 16 million individuals were killed.

4. Senior Vice President for Strategic Planning and Initiatives 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:

University Libraries	November 8, 2018	3:30 PM
College of Fine Arts and Communication	November 15, 2018	3:30 PM

5. Senator Cordes announced that Thursday, November 8 at 1:00 is the IT Governance Council meeting at which the outcome for the proposal for a University-wide Adobe site license will be decided. He related that the request to submit this proposal came from the Executive Committee to the Council for Instructional Technology in December 2017.

III. Reports of Committees and Councils

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

1. Requests from the School of Engineering

a. Request for New Course

i. ENGR 440, Additive Manufacturing 3 s.h.

Senator Boynton asked if the “C or above” prerequisite would include a C-; Senator Zbeeb, who is a professor in the School of Engineering, responded that it would not. He explained that last year it was approved that all ENGR courses would now require a C before moving on to the next course. He added that this because the School of Engineering wants to make sure that it shows good retention levels in the fall. Senator Boynton asked if this is a standard for all courses; Senator Zbeeb replied that it is.

ENGR 440 APPROVED

2. Requests from the Department of Political Science

a. Request for New Course

i. POLS 324, Politics of Immigration, 3 s.h.

Senator Boynton asked if Political Science representatives talked to the Department of History about this course. Political Science Chair Keith Boeckelman replied that he did not because he did not know that History had a course similar to this one. Senator Boynton observed that it is difficult to teach American history without discussing immigration. Dr. Boeckelman explained that POLS 324 discusses contemporary immigration policy, and the course is also somewhat comparative in context. Senator Boynton stated that she does not object to the course.

B. Senate Nominating Committee

1. Faculty Nominations

SENATE COUNCILS AND COMMITTEES:

Writing Instruction in the Disciplines (WID) Committee

Chandra Amaravadi, Computer Sciences	replacing	Joyce Runquist	2019	B&T
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UNIVERSITY COUNCILS AND COMMITTEES:

FYE Leadership Committee

Joyce Runquist, Engineering Technology	new position	2021	At-large
Craig Tollini, Sociology/Anthropology	new position	2021	At-large

There were no further nominations, and the slate of candidates was elected.

IV. Old Business – None

V. New Business

A. Revised Bylaws Amendment for Summer School Committee

1. First Reading

Chairperson Pynes explained that the Executive Committee significantly revised the bylaws that were previously submitted to Faculty Senate, which is why they came back on today's agenda as "first reading." The revised bylaws were sent to the Summer School Committee, who submitted some additional minor changes back to ExCo. Chairperson Pynes asked that anyone with comments or suggestions about the bylaws send them to him and the Recording Secretary before the next Executive Committee meeting. Final reading and a vote on the bylaws will occur at the next Faculty Senate meeting.

B. Endorsement of Academic Calendars 2020-21 through 2024-25

Chairperson Pynes observed that it can be seen from the significant amount of ad hoc Academic Calendar Committee minutes (which were included with packets) that a lot of discussion went into the proposed calendars. He recalled that there have been some issues with calendars in the past – usually involving concerns regarding Athletics – but the Academic Calendar Committee looked closely at all of that and made the recommendation not to move the start of the spring semester back a week in January.

Motion: To endorse the academic calendars (Rahman/Boynton)

Senator Allison reported that she talked to her students about the academic calendars this morning. She stated that while WIU has a one-day fall break in October, by this point in the semester many of her students have "checked out." She thinks it would help if WIU had a real fall break of perhaps two days because everyone is exhausted and other schools are a little more humane. Chairperson Pynes pointed out that other schools also do not take off the entire week of Thanksgiving as WIU does. At his previous institution, faculty taught through the Wednesday before Thanksgiving. He believes the question is whether would faculty like the week of Thanksgiving off or an extra day off in October.

MOTION APPROVED 19 YES – 0 NO – 1 ABSTENTION

C. Faculty Senate Resolution: The 2018 No Confidence Referendum Governing Academic Realignment

- WHEREAS:** The WIU Faculty Senate Constitution states in Article VII, Section 4: "The Senate shall be governed by the results of the referendum;" and
- WHEREAS:** On 30 March 2018, the Western Illinois University faculty voted on a petition-submitted referendum of no confidence in the Western Illinois University administration; and
- WHEREAS:** The referendum passed with 62% of voting faculty stating they have "no confidence" in the Western Illinois University administration; and
- WHEREAS:** After the no confidence vote, President Thomas cancelled a viable search for a new Academic Vice President/Provost; and
- WHEREAS:** On 28 June 2018, the WIU administration laid off 26 faculty, including seven tenured professors (4 associate professors & 3 full professors); and
- WHEREAS:** On 16 July 2018, the WIU administration publicly released a realignment plan with no faculty input; and
- WHEREAS:** As of 30 October 2018 no coherent, academic justification for realignment of the university has been offered by the Interim Provost; and
- WHEREAS:** As of 30 October 2018 no data driven evidence of either cost savings or enrollment growth as a result of the realignment has been presented by the Interim Provost; and

WHEREAS: As of 30 October 2018 the Interim Provost has construed an Illinois Board of Higher Education (IBHE) low productivity reporting requirement as a mechanism for convening the Academic Program Elimination Program Review (APER) committee to eliminate viable programs and layoff faculty.

THEREFORE BE IT RESOLVED THAT: The WIU Faculty Senate will NOT approve realignment plans imposed by an administration that 62% of the university faculty has voted no confidence in, that lacks clear academic justification, that provides no evidence of increasing enrollment, and lacks faculty input; and

BE IT FURTHER RESOLVED THAT: The WIU Faculty Senate will NOT consent to any Board of Trustees (BOT) Agenda Items dealing with academic realignment initiated by the current Interim Provost; and

BE IT FINALLY RESOLVED THAT: The WIU Faculty Senate asserts that any WIU academic realignment should occur with a new Academic Vice President/Provost grounded in the academic tradition of shared faculty governance, following established university policies, and other contractual obligations.

Chairperson Pynes explained that a faculty member asked the Executive Committee to interpret what it means to be “governed by the results of the referendum” in reference to last spring’s vote of no confidence. Chairperson Pynes stated that, given that this was the first petition-submitted referendum in the history of WIU, this is an interesting question. He related the Executive Committee believes that they could, if they wanted to, interpret exactly what it means to be governed by the vote of no confidence, but instead the Executive Committee decided to write a resolution in an effort to articulate what that might look like and have the body weigh in and discuss this.

Motion: To table with no date (Czechowski/McIlvaine-Newsad)

Chairperson Pynes stated that at this point Faculty Senate could have a discussion about tabling the resolution. There were no comments.

MOTION TO TABLE APPROVED 19 YES – 0 NO – 1 ABSTENTION

D. For the Good of the Body

Senator Allison observed that a lot of senators have heard the recording of the BOT closed session, all have read the Executive Committee minutes, and some will have seen the interview in which Senator Allison was quoted as saying she has never seen the faculty more demoralized. She said that statement was true until she heard the recording yesterday. Senator Allison asked what Faculty Senate can possibly do to respond to or talk with some of the BOT because she feels dehumanized when Trustees are laughing about getting out of the closed session so that they do not have to answer questions about firing people. She said that while this issue is personal in her family, she does not think it is responsible in any setting to be laughing about laying people off. She realizes that some faculty probably do have to be laid off, but she does not think anyone should be laughing or joking about it. Senator Allison does not know if there is a way for Faculty Senate to repair relations with the BOT, and she does not know if Trustees care, but she would like to know what senators have to say about this.

Chairperson Pynes stated that one result has already occurred: a senator asked Interim Provost Neumann if Faculty Senate can see the list of 107 faculty positions and she assented. He believes that people need to be given enough time to listen to the recording and that Faculty Senate should let the appropriate organizations engage in the process with us. He promised that the Executive Committee when it next meets will have some kind of conversation about this after everyone has had time to reflect on it. He added that senators can send their comments to the Executive Committee and they will discuss what might be appropriate for Faculty Senate to do in response. Chairperson Pynes added that he hears Senator Allison’s concerns, and the rest of the Executive Committee hears her as well, and they will all work on it.

Senator Perabo told senators she has not listened to the recording but would like to reaffirm the desire to have the transcript of the meeting made available. She thinks it is very important to be able to access that information and that the transcript should be part of the official record in the same way that the minutes of Senate meetings are part of the official record. Senator Perabo thinks the BOT has been doing an end-run around the Open Meetings Act, as evidenced by this particular case, and that Faculty Senate should consider asking the BOT to provide the kind of detailed minutes that Recording Secretary Annette Hamm provides so wonderfully for Faculty Senate. She thinks what the BOT discusses is very important and that Faculty Senate should press for a very detailed record of what they said. Chairperson Pynes asked Dr. Thompson if there was supposed to be a transcript of the recording; Dr. Thompson knows that the audio files were requested but he will have to look at the order to see if a transcript was also requested. He suspects that this may not have been included in the original request because the BOT typically does not make transcripts available. Interim Provost Neumann observed that the recording and the BOT minutes are posted on their website. Senator Dimitrov asked if closed minutes are usually recorded; Chairperson Pynes responded that this is a legal requirement.

Dr. Thompson stated that, in response to Senator Allison's question, there are a couple of things that the BOT and senators can do as a body and as individuals. He pointed out that whichever way the election for the Governor's seat goes tonight, that individual will be appointing new BOT members, so senators can contact that person's campaign and let them know their feelings about the members of WIU's Board. He noted that several members are going off of the Board – Trustees Savala, Ehlert Fuller, and Clawson – and the seats of Trustees Early and Nelson are also open. Dr. Thompson stated that, as a body, the Faculty Senate could bring forward a vote of no confidence in this Board of Trustees, which Dr. Thompson thinks the recording provides a good argument for. He told senators that the BOT has not released their closed session minutes for 21 meetings. He added that the BOT has twice ignored the Faculty Senate's request for an ex-officio faculty member to serve on the Board. Dr. Thompson asked former Faculty Senate Chair Steve Rock if the BOT even replied to that request; Dr. Rock said they did not. Dr. Thompson reiterated that the BOT completely ignored the Faculty Senate's resolution to request representation and did not even deign to respond. He suspects the BOT has been violating the Open Meetings Act for years and observed that they do not allow questions at their meetings. He stated that if Faculty Senate does not want to go as far as a vote of no confidence, the Senate could censure the Board, which would serve as a way to send them a message. He added that senators can respond as individuals or as a body, and those options are both open.

Senator Bellott remarked that the institutional grant writer position is waiting to be filled. He pointed out that the University has a \$400 million deferred maintenance bill that has not yet come due and includes big ticket items like chillers and roof repairs, and there are government programs available to match government grants. He proposed that WIU could take the \$9.6 million it is scheduled to receive for deferred maintenance needs and double it by making eco-friendly improvements, which would shrink the deferred maintenance bill to \$380 million or less. He wonders if Faculty Senate could do something as a body to push that position being posted because he has not seen it. Interim Provost Neumann confirmed that the position has not yet been posted but added that the draft job description has been completed and just needs final review before posting. Senator Bellott asked if Faculty Senate could push for a quicker posting because there is a chance the position could save the University millions of dollars. He recognizes that there are other pressing needs but believes that some could be resolved by having a grant writer for the University. Chairperson Pynes stated that Faculty Senate can ask where and when the administration expects that person to begin.

Chairperson Pynes announced that the first meeting of the Provost Search Committee will be held at 10:00 a.m. on Thursday, November 8. The group will receive training from the Director of Equal Opportunity and Access and will discuss the job description. Senator Allison asked if Chairperson Pynes can provide some clarity about the nine positions added to the Provost Search Committee by President Thomas. She wonders if they are voting members and how they were selected. Chairperson Pynes replied that the Administrator Selection Procedures, item #11, state that, "At the President's discretion, additional employees from any constituent group may be added

with the proviso that faculty majority shall be maintained.” He said the policy also states that “Modifications or interpretations of these procedures must be approved by the Faculty Senate upon recommendation of the President” and that “Affirmative Action and equal opportunity hiring guidelines will be adhered to throughout the search process.” Chairperson Pynes stated that the President has the authority to appoint as many people to the Provost Search Committee as he wants, but he pointed out that during the last four Provost searches the President appointed one, two, and three additional members, so the appointment of nine additional members is an outlier position. He does not know how the additional members were chosen. Senator Allison asked if faculty majority was maintained; Chairperson Pynes responded that it was. Senator Rahman remarked that it is difficult to get 16 people in a room, and getting 25 together will be really difficult. Senator Bellott observed that Faculty Senate likely has no justification for getting President Thomas to justify his nine additional members, but he thinks it would be nice to have a letter from the President to the Committee saying that he chose these specific people for certain specified reasons. Chairperson Pynes asked if Senator Bellott will attend the first meeting of the Provost Search Committee since he is one of the members; Senator Bellott said that he would. Chairperson Pynes suggested that Senator Bellott ask the President at that time. Senator Boynton observed that sometimes individuals are added because certain groups of people are not represented, such as if there are no women on a committee. She asked if there were holes in the membership. Chairperson Pynes responded that Ms. Hamm, who acts as Recording Secretary and serves ex-officio on the Provost Search Committee, pointed out that there were no Quad Cities members elected, so two of the President’s nine additional appointments were from WIUQC. He did not engage in a detailed discussion with the President about his additions. Vice President for Student Services Ron Williams suggested that some of the individuals added by the President may have been people of color that were not selected by the normal Senate process since this reason, as well as adding women to search committees, has been used for some other searches on campus. Chairperson Pynes pointed out that the two at-large positions that Faculty Senate put on the Provost Search Committee were uncontested elections. He added that there were persons of color on the Provost Search Committee independent of the ones that President Thomas added; the UPI representative to the Provost Search Committee, Clifton Ealy of Mathematics and Philosophy, is one example.

Motion: To adjourn (Maskarinec)

The Faculty Senate adjourned at 5:00 p.m.

Susan Czechowski, Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary