

WESTERN ILLINOIS UNIVERSITY FACULTY SENATE

Special Meeting, 9 December 2019, 4:00 p.m.

Union Capitol Rooms

ACTION MINUTES

SENATORS PRESENT: D. Banash, M. Bean, B. Bellott, J. Choi, S. Cordes, S. Czechowski, R. Dimitrov, R. Filipink, J. Franken, D. Hunter, I. Lauer, T. Lough, M. Maskarinec, D. Oursler, B. Perabo, C. Pynes, J. Robinett, R. Sawhney, M. Stinnett, F. Tasdan, E. Taylor, K. Zbeeb (via teleconference)

Ex-officio: Russ Morgan, Associate Provost; Heather McIlvaine-Newsad, Parliamentarian

SENATORS ABSENT: G. Delany- Barmann, R. Sawhney, F. Tasdan, K. Zbeeb

GUESTS: Julia Albarracin, Andy Baker, Steve Bennett, Tom Blackford, Ginny Boynton, Katrina Daytner, Jack Elfrink, Karen Harris, Keith Holz, Sue Martinelli-Fernandez, Mark Mossman, Lorette Oden, Renee Polubinsky

I. Announcements

A. Provost's Report

Associate Provost Morgan expressed Interim Provost Clow's regrets for missing the meeting. He observed that this has been a relatively quiet semester, and the Provost's office is looking forward to spring. Associate Provost Morgan reminded senators that diversity workshops will be held in the spring, sponsored by the President's Office. Notification will be sent out by the end of this semester. He asked senators to encourage their colleagues to attend.

Associate Provost Morgan updated senators on the three deans' searches. He is chairing the search for the Dean of the College of Business and Technology and reported that they are reviewing applications. He related that College of Arts and Sciences Dean Sue Martinelli-Fernandez is chairing the search committee for a Dean of the College of Education and Human Services; that search committee is also reviewing applications. The job announcement for a Dean for University Libraries will go out in a few days.

Senator Perabo asked if the diversity workshops referenced by Associate Provost Morgan are the same ones that Interim President Abraham had told senators would occur on a Thursday or Friday just before classes begin in the spring. Associate Provost Morgan responded he believes that is correct, and there will be other workshops throughout the semester. Senator Perabo asked if the other workshops are connected to those offered by retired Educational Studies professor J.Q. Adams; Associate Provost Morgan was not sure. He thinks there are some other workshops in the works but the specifics have not yet been worked out.

Senator Czechowski asked if Faculty Senate will be told anything more about the piece of paper that was left in a computer lab two or three weeks ago; other than her students telling her what is going on, she has not heard anything official. Associate Provost Morgan pointed out an official news release about the incident was sent out. Senator Czechowski said she knows the incident has gone to the Judicial Board and there have been more meetings about it. Associate Provost Morgan stated that the incident is being handled internally at this time via the judicial process. He does not know the outcome for the student and does not think there is much more to say until that outcome is determined. Senator Czechowski said she would like to know the results of the investigation, whether the student will be expelled, whether the note was a mistake, and if this creates a precedent for handling these types of issues. Associate Provost Morgan reiterated that Judicial Programs is working with the student, and there is no preconceived outcome.

Senator Oursler related that when the incident was discussed at the previous Faculty Senate meeting, he got the feeling that it was not appropriate to discuss what happened, even though because the image was posted on Twitter a lot of people already knew the content of the sign left on a computer. He stated that now that a person has been identified as the culprit, it still feels weird that Faculty

Senate is not talking this openly. He asked if Faculty Senate is not an appropriate place to talk about these kinds of things. Chairperson Pynes responded that, based on the Senate Constitution, senators can talk about anything that touches on the welfare of the institution. H recalled that Interim President Abraham told senators that a student had been identified and there was a process occurring, and no one seemed to want to talk about it more after that.

Senator Robinett said he also was bothered about the lack of discussion at Faculty Senate because students seemed to know what occurred; senators seemed to be asking what SGA wanted them to discuss in their classes but were not sure what to talk about. Senator Robinett contacted Executive Director of University Communications Darcie Shinberger who informed him that the previous administration decided that when incidents such as this one occur, the University should not give power to hateful speech or hateful actions by reiterating or broadcasting these incidents more broadly. He related that the current administration plans to discuss and revisit this decision by the former administration. Senator Robinett stated that the reason that details about the incident were not included in Interim President Abraham's email is because the decision was made by the previous administration not to give a voice to these types of things.

Senator Dimitrov remarked that officially he still does not know what the sign said. Senator Robinett remarked that there was a picture of the sign on Twitter, but Senator Dimitrov does not read Twitter. Senator Czechowski asked if Faculty Senate will ever know if this incident is to be considered a hate crime or perhaps only an accident. Associate Provost Morgan reiterated that he does not know what the outcome will be. Senator Czechowski remarked that everyone at the University got excited about the incident and then it does not seem like anyone will find out anything about the outcome. Associate Provost Morgan stressed that everyone needs to let the judicial process take its course.

Senator Perabo suggested it might be helpful to point out where in the Student Code of Conduct it says what a student can and cannot do and what the punishment is for doing things that go against the Code. She does not know if the Student Code of Conduct addresses hate speech, but that seems like something that could be highlighted by referencing the range of penalties that have been or might be imposed for these types of actions. She does not know if there is any data on previous incidents.

Chairperson Pynes explained that there are two kinds of processes – an academic process and a process controlled by Student Services; this incident is not typically controlled by the academic process and is working its way through the Student Services process. He added that Faculty Senate cannot control and typically does not get involved in Student Services incidents, such as alcohol related violations, for instance. Senator Perabo suggested that Faculty Senate could recommend some things to the University in this case; Chairperson Pynes thinks that would be reasonable. He suggested that Faculty Senate could engage the Provost's office more generally in discussions about how these sorts of things are communicated to the public. He is sympathetic to the view that news cycles are short and the University should not extend negative news longer than necessary, but he is also not a fan of ignoring things that should be discussed. Senator Perabo remarked that when a student shows her a picture of the sign on the student's phone, that does not seem like the correct mechanism for spreading this information.

B. Student Government Association Report – None

C. Other Announcements

Chairperson Pynes told senators that it is important for them to consider two action items on the Board of Trustees (BOT) agenda in order to avoid instances such as occurred in 2015/2016 with the Board making decisions without faculty input. He appreciates that senators took time to fill out the doodle poll and, in some cases, asked someone to proctor their exams so that they could be present for today's special meeting.

II. Reports of Committees and Councils

A. Council on Curricular Programs and Instruction (CCPI)

(Steve Bennett, Chair)

1. Curricular Requests from the Department of Psychology

a. Request for Change of Major

i. Psychology

NO OBJECTIONS

B. Senate Nominating Committee

(Jeremy Robinett, Chair)

1. Faculty Nominations

University Technology Advisory Group (UTAG)

Jeannie Galioto, Thea/Dan replacing John Cooper Spr 2020 only FA&C

There were no further nominations, and the nominee was declared elected.

III. Old Business – None

IV. New Business

A. Consent to Action Items on the Board of Trustees Agenda for December 13, 2019

Chairperson Pynes told senators that if they read the minutes of the Executive Committee meeting on December 3, you will see ExCo's discussion of the preliminary set of action items on the agenda for the Board of Trustees meeting of December 13/14. Chairperson Pynes had hoped that the full text of the documents for this meeting would have been made available by today, but they have still not been posted on the BOT website. He explained that because the BOT cannot change their agenda within 48 hours of the meeting, and because they have not come to a firm decision yet, the Board has decided that they will either appoint Martin Abraham to be WIU President or begin a search; thus, both items are on the agenda, and Faculty Senate can give consent to one or the other or to both. Chairperson Pynes thinks it is important to have a conversation and decide if the Senate wishes to endorse one or the other action item. He added that there are other action items on the agenda that Faculty Senate can talk about, and he will begin with any action item that senators may wish to discuss.

Senator Dimitrov asked if the BOT has an executive committee that prepares their agenda. He asked why the agenda listed two different items – one for appointment of Martin Abraham as President and the other for a presidential search – rather than having these be one agenda item called “Consideration of the Appointment of a President or Search.” Chairperson Pynes replied this is a fantastic question. He explained that, unlike the Senate ExCo, the BOT is statutorily required not to meet in groups of more than two members; otherwise, they would be subject to the Open Meetings Act and have to have an announced agenda and minutes. Senator Dimitrov asked who created this agenda. Chairperson Pynes replied that generally the BOT agenda is put together by the Board Chair and the WIU administration; the BOT Chair consults individually with the Vice Chair and other members of the BOT to create the agenda, and the administration has routine action items to submit, about which there is usually no reason to be concerned. Chairperson Pynes can understand why someone would think the BOT should have come to a decision and picked one or the other action item to bring forward. Senator Dimitrov reiterated he thinks this should have been one action item that combined both possible actions. He is not sure Faculty Senate should decide on one of the agenda items about this topic and not the other, adding that it is the Board's decision. Chairperson Pynes observed that if there was one item, that would have been disjunctive.

Chairperson Pynes related that the BOT surveyed faculty, staff, and the SGA governing body and got feedback. The Council of Administrative Personnel surveyed their members and will be providing a statement at the BOT meeting. Chairperson Pynes stated that this is Faculty Senate's opportunity to make a statement about what this body wants and what the people that senators represent want. Senator Dimitrov asked if the Senate is expected to consent to one of the agenda items and not to the other; Chairperson Pynes confirmed that is correct. He added that if Faculty Senate wanted to add an agenda item to its meeting, it could be done by a two-thirds vote of those senators present; the Board of Trustees, however, cannot add items to their agendas at the last minute.

Senator Filipink asked if other agenda items should be discussed first. He noted that there is no way to consent to the agenda item "Reorganization" without an explanation as to what it means. Chairperson Pynes agrees with Senator Filipink, but he does not think this has to do with academic reorganization but instead with administrative reorganization. Senator Filipink reiterated that Faculty Senate cannot consent without knowing who is being reorganized and how. Chairperson Pynes stated that he was told, and the website indicates, that a folder with the documents for the meeting should be posted today. He agrees that it is hard to consent to things without being able to tell what they are about. Dean Martinelli-Fernandez related she asked a similar question when she saw "Reorganization" on the agenda and was told the same thing as Chairperson Pynes: that it did not refer to academic reorganization but that there was no further information available. Senator Filipink believes this is still not good enough. He does not think Faculty Senate should consent to the reorganization of "question mark" since the Senate has been burned on this sort of thing before. Chairperson Pynes observed that this item falls under the heading "General Discussion and Action Items," which could indicate anything, so he is sympathetic to this concern. Dean Martinelli-Fernandez announced that the documentation has just been posted on the BOT website.

Senator Filipink observed the same objection applies to the resolutions on "Release of Closed Session Written Meeting Minutes" and "Closed Session Written and Audio Meeting Minutes Remaining Closed." He noted that the Senate does not know what is being opened and what is not. Chairperson Pynes related that when he saw this preliminary agenda, he talked to BOT Chair Polly Radosh and expressed the same objection to releasing minutes and deleting recordings unnecessarily; she told him she understood his concerns and that this was not part of the plan.

Senator Filipink noted that on resolution only says "New Degree Program." Senator Dimitrov asked if the Faculty Senate meeting should be postponed so that senators can acquaint themselves with the action items that they will be consenting to. Senator Lauer replied that there is not time to do so. Chairperson Pynes stated that Faculty Senate could meet tomorrow but he does not think anybody wants to do that.

Chairperson Pynes observed that the resolution on "Reorganization," on p. 32 of the now released BOT documentation, says that it is a resolution to approve administrative reorganization. He told senators that the documentation includes a proposed new organizational chart. He noted that the Chief of Staff is no longer on the organizational chart; there is a Provost and Academic Vice President, a Vice President for Student Services, and a Vice President for Quad Cities and Planning. The chart also includes an Associate Vice President for Enrollment Management; Associate Vice President for Budgets and Finance who is also the CFO/Treasurer to the Board of Trustees; and an Executive Director of Facilities and Risk Management. He stated that the reorganization is an administrative, structural change, not an academic change, but a senator can make a motion not to consent to it if anyone wants to do so. Chairperson Pynes said it appears that the main change is to eliminate the position of Vice President for Administrative Services and create three new positions: two new Associate Vice Presidents – for Enrollment Management and for Budgets and Finance – and a new Executive Director for Facilities and Risk Management. Chairperson Pynes added that it appears these individuals report directly to the President rather than to a Vice President, which is strange. Associate Provost Morgan remarked this is similar to the way the Vice President for Advancement and Public Services position was eliminated a few months ago, so there are two fewer vice presidents now.

Senator Filipink asked for more information about the BOT meeting minutes. Chairperson Pynes stated that the resolution on “Release of Closed Session Written Meeting Minutes” on page 40 states that the Board has determined that the need for confidentiality of the written minutes dated December 17, 2015 through March 30, 2017 no longer exists and that those minutes will be released. He said the Board has determined that the need for confidentiality of the written minutes still exists for a list of dates from June 8, 2017 through October 4, 2019 and that they will make a determination about those minutes after further review at their March 26-27, 2020 meeting. Chairperson Pynes related that the resolution on “Retention or Destruction of Closed Session Audio Recordings” on page 41 indicates that the Board has determined the need for confidentiality of the verbatim recordings for a list of dates from June 8, 2017 through October 4, 2019 still exists, and these recordings will be retained pending further review at the March 26-27 meeting. The Board wants to destroy the verbatim records of the closed session meetings dated June 12, 2017; July 14, 2017; September 28, 2017; and December 14, 2017.

Motion: To not consent to the destruction of the recordings (Filipink/Bellott)

Chairperson Pynes summarized that essentially the objection to Resolution 19.12/8 is to the destruction of the closed session recordings; they do not have to be deleted, although it is permissible for the BOT to do so. Senator Lauer asked if these same recordings were on the agenda at the last BOT meeting for destruction; Chairperson Pynes replied he does not remember. Senator Lauer stated that, if they were, given that the BOT did not approve their destruction then, it seems like there would need to be a new reason to destroy the recordings now. Chairperson Pynes reminded senators that Faculty Senate passed a resolution to ask the BOT not to destroy the closed session recordings in the past, so to ask them not to do so again is not something strange for Faculty Senate to do.

MOTION TO NOT CONSENT APPROVED 19 YES – 1 NO – 1 ABSTENTION

Senator Filipink asked what else was dropped from the preliminary BOT agenda besides the two new curricular programs. He observed that it seems three of the previous resolutions have disappeared. Chairperson Pynes responded that 19.12/4, “Purchases of \$500,000 and Over,” has been removed from the updated agenda; additionally, 19.12/5, “New Degree Program Master of Music Therapy,” and 19.12/6, another “New Degree Program,” were removed. Senator Czechowski asked if purchase of the Enterprise Resource Planning (ERP) system would be over \$500,000. Senator Bellott remarked that this was purchased in June. Chairperson Pynes explained that the Board only needs this agenda item if they have something that big to buy; if they do not, they remove it.

Senator Czechowski asked to discuss Resolution 19.12/1, “Appointment of Martin Abraham as President.” Chairperson Pynes read the resolution aloud to senators:

Resolution to Designate the 12th President of Western Illinois University

- WHEREAS** President Jack Thomas resigned as the 11th President of Western Illinois University effective June 30th, 2019; and
- WHEREAS** Western Illinois University needs to select its 12th President; and
- WHEREAS** Dr. Martin Abraham has served as acting/interim president of Western Illinois University with distinction since July of 2019 through the present date; and
- WHEREAS** the Board of Trustees is committed to ensuring sound leadership for Western Illinois University; and
- WHEREAS** the Board of Trustees completed multiple open forums for public comment and a thorough evaluation of Dr. Martin Abraham’s performance since appointment as Acting President of Western Illinois University; and
- WHEREAS** the Board of Trustees reviewed the information obtained through the indicated performance evaluations and determined that the appointment of Dr. Martin Abraham as President of Western Illinois University will best serve the leadership interests of Western Illinois University,

THEREFORE be it resolved that the Board of Trustees of Western Illinois University appoints Dr. Martin Abraham as the President of Western Illinois University for a three year term effective January 1, 2020; and

THEREFORE authorizes the Chairman of the Board and the Secretary of the Board to execute a Presidential Employment Agreement in the name of and on behalf of the Board of Trustees, which execution shall be reported to the Board no later than their regularly scheduled meeting in March 2020; and

THEREFORE approves an initial annual base salary of \$323,400, with provisions provided in the Presidential Employment Agreement for evaluation on an annual basis utilizing approved metrics, such evaluation to allow for authorization of bonus pay and annual salary increases.

Chairperson Pynes told senators that attached to this resolution is a report from the Board's campus poll and a chart with the questions and data from the surveys. He offered to read off some of the data for senators. Senator Bellott remarked that it appears to be very positive except for the Quad Cities. Chairperson Pynes observed that Table 1, "Percent Approval and Likert Scale: Interim President Abraham Should be Appointed to an Initial 3-Year Term Without a Search," shows that 73 percent agree/strongly agree, about ten percent are neutral, and approximately 17 percent disagree/strongly disagree. Chairperson Pynes stated that civil service numbers were 66, 11, and 23; administration was 61, 14, and 24; academic support percentages were 67, 10, and 23; and Quad Cities and student figures are included as well. He added that 11 percent of the total responses were neutral and 67.53 percent agreed or strongly agreed; 656 people responded in total.

Motion: To consent to Resolution 19.12/1 (Hunter/Oursler)

Senator Banash remarked that one of the most effective arguments in favor of this resolution is the Senate Executive Committee analysis of the timeline of the previous presidential search and how that timeline would work for a search that would be commenced [in Spring 2020]. He asked if someone from ExCo would like to summarize that argument. Chairperson Pynes related that BOT Chair Radosh has been in discussion with him because typically the Chair of the Faculty Senate is a Co-Chair of the Presidential Search Committee. He looked at all of the BOT minutes from the last presidential search and talked to the Faculty Senate Chair who ran the last presidential search, Dennis DeVolder, who was very gracious with his time, spending two hours talking to Chairperson Pynes about that process. Chairperson Pynes observed that it took 18 months from the time former President Al Goldfarb announced his resignation until the hiring of former President Jack Thomas; the hiring of President Thomas was announced in January, but he did not take office until July, so it is an 18- to 24-month process if everything else at the University is properly functioning. Chairperson Pynes related that when he attended the BOT meeting at which President Thomas resigned, he recommended that a presidential search be started immediately and strongly believed that then. Chairperson Pynes admitted that, intellectually, he would love to be part of a presidential search because that would be amazing and interesting, but once he looked at the timeline he realized that Martin Abraham, if willing, would effectively be the WIU President for two years. He wonders if the University has the time to be put in stasis while engaging in a presidential search, which is why he ultimately changed his mind about this issue. Chairperson Pynes told senators he thinks Dr. Abraham is doing a fine job, but he recognizes it is a core principle to think that a university should do a search for a president; the timeline, however, and other constraints make that very difficult.

Senator Filipink remarked that the timeline for the past presidential search was in part governed by the fact that everyone knew Al Goldfarb would remain in office, so they had the time to do it. He thinks the timeline was stretched, in part, because of the knowledge that President Goldfarb would be in office two more years and that if President Goldfarb had announced that he was to retire January 1, there would have been a very different timeline. Chairperson Pynes remarked that if one looks at how the current Board of Trustees has functioned, he is not sure that a search could be completed by the end of the academic year. He does not think it is possible given that people would not be appointed to this search committee until January and would not actually start to meet until February. Chairperson Pynes agrees that the last search was protracted, but many presidential searches take just

as long. He thinks it is a tough question whether the University could get a president who would take office before Fall 2021 even if a search was begun today.

Senator Franken asked if the survey was the evidence behind one of the Pros listed by the Senate Executive Committee: “Interim President Abraham understands what it takes to run an institution of higher education; he is prepared and has a vision for WIU.” Senator Franken remarked this seems like a lot to know for sure after a six-month appointment. Chairperson Pynes responded that similar comments were made at the open forum. He added that the answers given by former President Thomas to questions at Faculty Senate meetings contrasted with the way Interim President Abraham answers questions at Senate made ExCo members think this, even if they did not agree with all of Dr. Abraham’s answers.

Senator Franken remarked that it took a long time and quite a buy out to get rid of the last WIU President. He asked if making the current interim president a president will make it more difficult again to make a change if needed. Chairperson Pynes responded that he does not know because this is a new Board. He would expect that the Board would learn from past mistakes, but getting rid of any president is expensive, no matter what. He related that it took \$18 million just to get rid of Florida State’s football coach this past November.

Senator Hunter pointed out that WIU has had an interim president for a few months and has gotten to see how he runs things. He remarked that no one would know a lot more about whoever is chosen by a search committee than is known already about the judgement of Interim President Abraham. He does not know that asking “Will he do this? Will he do that?” after having watched Interim President Abraham these past few months will make much difference. He recommended that if senators are disappointed in Interim President Abraham up to this point, they should vote against consenting; if senators think he has shown leadership, they should support this motion.

Chairperson Pynes stated that, in the interest of full disclosure, he thinks he should also read Resolution 19. 12/2:

**Resolution to Designate a Process for Selection
of the 12th President of Western Illinois University**

- WHEREAS** President Jack Thomas resigned as the 11th President of Western Illinois University effective June 30th, 2019; and
- WHEREAS** Western Illinois University needs to select its 12th President; and
- WHEREAS** past WIU presidential search practices have named co-chairs of the search committee as a Designee of the Chair of the Board of Trustees and the Chair of the Faculty Senate; and
- WHEREAS** an external search firm was identified and hired to support the search process in 2010; and
- WHEREAS** the last WIU Presidential Search had a 23-member search committee representing constituency groups from both campuses and communities (Macomb and Moline); and
- WHEREAS** the last WIU Presidential Search took eighteen months to complete with a timeline that extended over a summer session in order to achieve a robust pool of applicants; and
- WHEREAS** the BOT has the obligation to formalize and begin the search:
- THEREFORE** be it resolved that a search committee be identified to include a minimum of the following representatives:
- Designee of the Chair of the Board of trustees (to serve as co-chair)
 - Chair of the Faculty Senate (to serve as co-chair)
 - 1 Trustee (selected by the Board)
 - 5 Faculty representatives (nominated and elected by faculty in the four colleges and the Library)
 - 1 Faculty representative from WIU-QC (nominated and elected by the QC faculty)

1 at-large faculty representative (named by the chair of the Faculty Senate)
 1 Vice President, Associate VP or Designee (selected/appointed by VPs)
 1 Dean (elected/appointed by Deans)
 1 Department Chair (elected/appointed by Chairs)
 1 civil Service (CSEC) Representative
 1 Council of Administrative services (COAP) Representative
 1 Student Representative from WIU-Macomb
 1 Student Representative from WIU-QC
 1 Alumni Representative
 1 Foundation Representative
 1 Community Representative – Macomb (appointed by the Board)
 1 Community Representative – Quad Cities (appointed by the Board)
 University Professionals of Illinois (UPI) President
 Director of Equal Opportunity and Access (ex-officio); and

THEREFORE

be it further resolved that a budget be established not to exceed \$250,000 that may be expended for all costs associated with the search process, including any fees to be paid to an identified search firm hired to assist with the process; and

THEREFORE

be it further resolved that the search committee shall make recommendation regarding the selection of the 12th President of Western Illinois University to the full Board of Trustees no later than the regularly scheduled meeting in the first quarter of 2021.

Senator Robinett asked if anyone has discussed why the Quad Cities response rate was so abysmal. He remarked that when looking at the tables showing a breakdown of performance, there are quite a few questions where it indicates that “Number is too small to calculate percentage comparisons” for Quad Cities, academic support, and student categories. He added that Macomb numbers are overwhelming, and he is very comfortable with the numbers that are shown for faculty support. Chairperson Pynes observed that in Table 5, for example, only 23 people in academic support responded and only 25 in the Quad Cities, and those are small numbers.

Senator Dimitrov remarked that Faculty Senate just voted not to consent to one item on the BOT agenda and asked if that means that Board will not consider it; Chairperson Pynes responded it does not. He recalled that the last time the BOT had an item on their agenda that was very similar to this one and to which the Faculty Senate did not consent and formally objected, the BOT approved the resolution minus that option for deletion of the closed session recordings.

Senator Dimitrov asked if Faculty Senate can consent to both of the items dealing with the president on the BOT agenda. Chairperson Pynes responded that it can, but there is currently a motion and a second on the floor, so senators should actually be discussing approval of Resolution 19.12/1. Senator Franken observed that since these two resolutions are kind of either/or, senators should be able to talk about one in relation to the other. Chairperson Pynes responded that is why he read Resolution 19.12/2, so that senators can see what the first resolution is in comparison to. He added that while he is not saying senators should not talk about Resolution 19.12/2, he is pointing out that the discussion is currently about the motion on the floor.

Senator Banash related that really for the past four years the entire University has been stumbling from crisis to crisis. He thinks WIU has become a specialist in crises of one kind or another, some of which have been brought on ourselves by not appropriately handling these crises. He observed this seems to be another moment where the University has interim people serving all over the place who cannot fully implement a vision, cannot fully lead, or cannot get buy-in because they are just interim and people think there will be someone else in the position in future. He observed that the University is also facing major challenges that must be responded to, and he is worried that Faculty Senate is looking at a choice involving perpetuating this cycle of instability and perhaps provoking or stepping into one crisis or another. Senator Banash pointed out that searches are not easy and can throw a university into contention regarding vision and other things, and Faculty Senate has the opportunity to encourage the Board to avoid that. He pointed out that Dr. Abraham underwent a very vigorous

search process for the provost position, with input from every part of the University; he came from a big national pool and met with everybody on both campuses, and there was great consensus in the search process for choosing him. Senator Banash pointed out that Dr. Abraham has tons of experience and was put into the acting role for President, but he does not come unprepared to that role. He noted that the very qualities for which Dr. Abraham was chosen to be Provost – leadership, knowledge of how the University runs, the ability to face up to WIU’s challenges, basically what the Executive Committee has on the Pro side of their arguments – are still very compelling. Senator Banash acknowledged that the ideal situation would be to have a national search, and it might be a great thing, but given recent history over the past four year, the crises WIU is in, and the number of interims that are in place, he is afraid that if Faculty Senate does not encourage the BOT to seriously consider appointing Martin Abraham, the Senate is looking at another moment of creating instability and crisis for the University, and he thinks that is a very dangerous to do.

Senator Dimitrov observed that Senator Banash seems to be saying that WIU has a history of creating crises for ourselves, and the proposal [to offer a contract to Interim President Abraham] will presumably avoid another crisis. He pointed out, however, that it is not Faculty Senate that would be doing this. Senator Dimitrov asked if it is Senator Banash’s opinion that the University would not grow if a national search is conducted because that seems to be his argument. Senator Banash confirmed this is correct because the Board is looking at a choice, and a national search would result in at least another year of instability and interim leadership, which is not a recipe for stability and growth.

Senator Oursler remarked that in talking to BOT Chair Radosh, the difference between a provost and a presidential search is largely one of the scopes of the searches, but the same people would apply for both jobs. Chairperson Pynes related that the recent Provost Search Committee had 25 members, and the proposed Presidential Search Committee would have 23.

Senator Hunter expressed his agreement with Senator Banash by supporting the proposal to offer Interim President Abraham a three-year contract. He observed that if the BOT were to appoint Dr. Abraham as President, then the University could get on with the search for a Provost. He remarked that there are currently dean’s searches going on, which has everyone pretty excited because the University is at least getting that level of leadership in place. He thinks the argument of whether it is better to have a president in place and look for a provost or look for a president and leave the provost position on hold begs the question of at what point there will be some stability at the University.

Senator Franken observed that one of the Cons listed by the Executive Committee when considering hiring a search firm is that “WIU will be in a holding pattern for approximately two years, resulting in continued instability,” but he wonders why that argument is made. Senator Franken sees the incentive for a candidate who is currently at WIU to really try to move and make things happen in order to show that person is the one who should be chosen for the job. He does not know why this should create instability. Senator Franken asked whether senators think the person serving as interim would sit on his hands and say that he will not do anything since he was not given the job or if he would instead try to earn the permanent position. He thinks that senators should “mark an X” through this particular Con. Chairperson Pynes stated that this is an excellent question and would probably come down to personality. He acknowledged that being president is a hard job.

Senator Robinett asked if any term is designated. He remarked that during the tenure of President Thomas the question was raised as to how one goes about potentially not having someone as president and what metric should be used. He observed that this resolution appears to talk about evaluation so that if someone did something disastrous in the next two years there would be a way to fix that. Chairperson Pynes responded there is language [in the Board of Trustees Regulations] regarding how to remove a president for cause; he thinks the former Board was just incapable of looking at what constitutes cause. He observed that the language is fairly broad and refers to removing a president if that individual does an act or omission that harms the institution.

Chairperson Pynes pointed out that on page 7 of the BOT materials, the poll asking whether Interim President Abraham should be appointed to a three-year term shows that 244 faculty, more than half of the 423 total, responded, and 72 percent of those agreed or strongly agreed, 11 percent were neutral, and 17 percent disagreed or strongly disagreed. Chairperson Pynes stated that he does not expect everyone around the Senate table to agree because there are concerns with both of these processes. He thinks senators should ask themselves which process gets the University to where they think it needs to go as an institution. He totally understands those senators who do not want to consent based on general principles. Senator Bean thinks the sooner WIU's public face appears stable to the general populace and to parents thinking of sending their kids here, the sooner WIU's recruitment situation has a chance to improve.

Senator Oursler recently attended a community meeting put on by the Macomb Mayor and Board of Trustees for local businesspeople and had a similar discussion about how to move forward. He recalled the community comments indicated they do not think WIU has two years to wait for leadership. Senator Oursler remarked that only one vice president is not interim, and several deans and chairs remain interim, and he thinks WIU needs someone who wants the position and will take the bull by the horns and provide a vision. He thinks that Interim President Abraham has done a good job and can bridge some gaps between the community and University that need desperately to be bridged.

Senator Stinnett related that BOT Chair Radosh came to a University Professionals of Illinois (UPI) meeting, and it was helpful to hear her explain her perspective regarding the timeline and how long the president and provost searches would take. She noted that it would be years before both permanent positions could be together. In thinking about WIU's turbulent times and how difficult it would be to attract high quality candidates to come to WIU, Senator Stinnett realized that WIU currently has someone who is high quality in the position. She said that contemplating the history and the timeline turned her thinking around, and she hopes a vote can be taken in the next ten minutes.

Senator Dimitrov asked Chairperson Pynes to reread the lines regarding the performance and expectations of the President and the safety net. Chairperson Pynes responded that the final "Therefore" reads, "Approves an initial annual base salary of \$323,400, with provisions provided in the Presidential Employment Agreement for evaluation on an annual basis utilizing approved metrics, such evaluation to allow for authorization of bonus pay and annual salary increases." Senator Robinett observed that this proposal is only asking for a three-year term beginning January 1, 2020. He stated that although he is a junior faculty member, in the time he has been at WIU his department has had an interim chair, who answers to an interim dean, who answers to an interim provost, who answers to an interim president. He told senators that his department has also had two faculty searches fail because of the uncertainty in leadership, one of which was an amazing candidate who chose not to come to WIU because of the uncertainty at the University. Senator Robinett said that encourages him to vote for the three-year contract because he would like to have some stability.

SENATOR LAUER CALLED THE QUESTION

Senator Lauer remarked that he has not heard any objections directly related to Interim President Abraham; he has only heard objections to the process, which he understands. Senator Lauer attended the faculty forum and also did not hear any objections there to Interim President Abraham specifically. He stated that, having not heard any objections, he thinks it is time to vote.

MOTION TO END DEBATE APPROVED 19 YES – 0 NO – 0 ABSTENTIONS

Chairperson Pynes suggested that senators may want to vote by secret ballot.

MOTION TO CONSENT TO ITEM 19.12/1 TO APPOINT MARTIN ABRAHAM AS PRESIDENT APPROVED BY SECRET BALLOT 16 YES – 2 NO – 1 ABSTENTION

Chairperson Pynes remarked this vote is close to what he predicted based upon how faculty at large voted [in the BOT poll]. He will report to the Board that this body consented to this resolution, 19.12/1, and did not consent to the release of the closed session minutes, 19.12/8.

Motion: To consent to the rest of the BOT agenda (Franken/Bellott)

Chairperson Pynes told senators they need to make a decision as to how they want him to represent this body at the BOT meeting. Senator Bellott suggested that Chairperson Pynes consent to everything that was not specified as “not consent,” including the national search in case the previous resolution fails. Senator Lauer said he does not consent to the national search, and he thinks doing so is problematic. Senator Czechowski said she also would not consent to the national search. She thinks WIU will close before such a search would be completed.

Senator Filipink said if the BOT decide not to appoint Martin Abraham and instead have a national search, he does not have any problem with them doing that. He observed that they will do one or the other; if the BOT approves 19.12/1, they will not approve 19.12/2, and if they do not appoint, then there will have to be a search.

Senator Oursler observed that Faculty Senate consented to the resolution to appoint Martin Abraham president by a vote of 16-2-1, and the faculty that senators represent have provided plenty of data about how they feel about this as well. He noted that, as a body, senators vote to represent their constituents, and he thinks it is pretty clear that Faculty Senate consented to the appointment. He recognizes that the Board can carry out any search that they want to but thinks it seems contradictory to consent to both resolutions at the same time. Senator Oursler thinks that to do so make toothless the resolution that Faculty Senate just voted to support.

Chairperson Pynes pointed out that there is a motion and a second on the floor to consent to everything else on the BOT agenda. He told senators that if they want him to say that the Senate prefers the first resolution to the second but does not object to the second if the BOT does not appoint Martin Abraham (since they would have to have a search), he is willing to do so. He said that, on the other hand, senators may want to say that they do not want to have a search, which is where it becomes an issue. Senator Oursler agrees that Faculty Senate has an order regarding which of the resolutions is more important to the body, which is 19.12/1, but what Chairperson Pynes says makes sense.

Senator Dimitrov specified that Faculty Senate did not consent to the resolution; they consented to the item on the agenda of the Board of Trustees. Chairperson Pynes replied that Faculty Senate consented to item 19.12/1. Senator Bellott said he thinks the discussion is getting overcomplicated. He noted that if Faculty Senate approves all of the other items as is and the BOT approves Martin Abraham as President, then the Senate’s approval [of appointing a search firm] does not matter, but if the BOT does not appoint him, then the second resolution does matter. He does not see any “loss of teeth” because the Senate is saying that it wants Dr. Abraham to be appointed, and if the BOT says no, then the Senate approves a search. Senator Filipink agrees that it makes no sense for Faculty Senate to object to the search. Senator Bellott pointed out that if the Senate objects to the search, then the Senate is either saying not to do a national search and just close WIU, or to have a regional or internal search.

Senator Perabo agrees that Chairperson Pynes should tell the BOT what he just suggested – that senators consented by a vote of 16-2-1 to the first item, and the second one is back up. She added that, procedurally, this seems to be what the Senate wants. Senator Dimitrov reiterated that senators did not consent to the resolution; they consented to the action item. Chairperson Pynes explained that when the Senate consents to the action item, it also consents to the action attached to it. He added that this is why the BOT wants the Senate’s consent to the action items and not to the reports.

Senator Perabo made a **friendly amendment** that Faculty Senate consents to the rest of the agenda items but only consents to 19.12/2, which is contrary to the Senate’s desires, if the first item, 19.12/1, fails. Senators Franken and Bellott accepted this as a friendly amendment.

Senator Lauer thinks Faculty Senate loses its voice if it consents to this. He does not think WIU should hire a search firm for \$250,000. He pointed out that it has not been discussed to keep Dr. Abraham as Interim President for a period of time on a probationary basis, which would be given up with approval of the second resolution, so he thinks there are possible reasons to object to 19.12/2. Senator Bellott said he would approve of the search firm and of keeping Dr. Abraham as Interim President. Chairperson Pynes stated that if the University has to have a search for president, it also has to have a search firm in order to get high quality candidates to apply for the position of President of WIU. He pointed out that individuals who would apply for this job are already working in high quality jobs in higher education; they are not cruising *The Chronicle of Higher Education* every Friday afternoon looking for jobs because they hire firms to apply for jobs for them. He stated that this has nothing to do with him thinking someone at WIU is competent or incompetent of doing a good job conducting a search; it is about getting WIU's ad in front of the people that should see it.

Senator Dimitrov asked if someone who has served on a presidential or provost search committee could explain the difference in the searches. Chairperson Pynes replied that he has served on search committees for a dean, department chairs, and faculty, chaired the recent provost search, and has recently been a part of the conceptualization for a possible search committee for a president. He noted that some crazy or incompetent people will apply for any search, but until he chaired the provost search he had not anticipated how different candidates are who have only served as a dean versus those who have provost experience. He observed there to be a massive difference in scope, ability and experience because a provost generally serves as a vice president with competing vice presidents making university-wide decisions. Senator Dimitrov asked if any current senators have served on a presidential search committee. Senator Maskarinec replied that he served on the last one. Senator Dimitrov asked if there is a description of the provost search versus the president search. Senator Maskarinec explained that what Chairperson Pynes just described is probably worth repeating. He stated that if a dean wants to move up to the position of provost, that person has knowledge of their college but not knowledge of the entire academic university, so this would be a step up. He stated that when one looks for a president, the intention is to hire someone who is almost assuredly a provost with great knowledge of academics but not necessarily other vice-presidential areas of the university, such as student services or administrative services, so that person would also be stepping up one level of responsibility. He noted that while both of these would involve a person stepping up their level of responsibility, they involve different steps. Senator Maskarinec reiterated that, as Chairperson Pynes said, individuals applying at the presidential level will not be looking in *The Chronicle of Higher Education* for a new job; they will have signed on with a recruitment firm who will forward them positions of interest, which is not the case for individuals applying for provost.

Senator Czechowski related that the same search firm was used for the last two or three presidents hired by public universities in the state of Illinois, and none of them ended up going with the choice of the search firm. Chairperson Pynes observed that part of the problem is that attracting high quality candidates requires work and effort, and there needs to be somebody willing to do that. He researched the other candidates that were not offered or did not chose to be WIU's 11th President: one of them became President of Southeast Missouri State and one became a Chancellor at the University of Illinois-Springfield – very similar schools to WIU. He recalled that one other candidate became a president, was fired in six months, got another job as provost, and was fired again; the last candidate he was unable to find information about. Chairperson Pynes pointed out that individuals applying for these positions are already doing other jobs; he is sure that former President Thomas used a search firm when he became a finalist for other presidential positions during his tenure at WIU. He stated that President Thomas was not going through www.academicjobs.com while he was on the job at WIU, and no one would want Dr. Abraham searching through *The Chronicle* while doing the job as WIU President either.

Senator Lauer stated that this is his objection to hiring a search firm: firms double dip on both sides because they are invested on both sides and will submit candidates' names no matter what. Senator Maskarinec admitted this is true but pointed out that the search is not limited to just the individuals put forward by the search firm. He stated that the search may receive applications from others who

directly submit, and the search firm will whittle the list down to a workable number. He noted that it is up to the search committee to determine who to bring to campus, after which the decision is up to the BOT. He added that the search committee will make recommendations plus or minus for each candidate to the Board.

Senator Bean stated that, in the spirit of trusting Chairperson Pynes with the responsibility of conveying the Senate's intentions, he would like to call the question.

SENATOR BEAN CALLED THE QUESTION

NO OBJECTION TO ENDING DEBATE

MOTION TO CONSENT TO REMAINING BOT AGENDA ITEMS APPROVED WITH FRIENDLY AMENDMENT 16 YES – 0 NO – 0 ABSTENTIONS

Chairperson Pynes promised to do his best to convey to the BOT what has been stated in this meeting.

B. For the Good of the Body – None

Motion: To adjourn (Filipink)

The Faculty Senate adjourned at 5:27 p.m.

Susan Czechowski, Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary