

**WESTERN ILLINOIS UNIVERSITY**  
**FACULTY SENATE**  
**Regular Meeting, 9 February 2016, 4:00 p.m.**  
**Capitol Rooms - University Union**

**A C T I O N   M I N U T E S**

**SENATORS PRESENT:** S. Bennett, V. Boynton, A. Burke, G. Cabedo-Timmons, D. DeVolder, K. Dodson, D. Halverson, R. Hironimus-Wendt, S. Holt, K. Kapale, N. Lino, B. Locke, J. Myers, C. Pynes, T. Roberts, T. Sadler, B. Siever, A. Silberer  
Ex-officio: Kathy Neumann, Interim Provost; Janna Deitz, Parliamentarian

**SENATORS ABSENT:** J. Brown, M. Carncross, C. Keist, S. Szyjka, T. Westerhold

**GUESTS:** Keith Boeckelman, Andy Borst, Christie Davis, Anita Hardeman, Charles Lydeard, Angela Lynn, Sue Martinelli-Fernandez, Kyle Mayborn, Rose McConnell, Patrick McGinty, Jim McQuillan, Russ Morgan, Nancy Parsons, Brian Powell, Lanie Steelman, Ron Williams, John Wozniak

I.     Consideration of Minutes

A.     January 26, 2016

**MINUTES APPROVED AS DISTRIBUTED**

II.    Announcements

A.     Provost's Report

Interim Provost Neumann announced that the School of Nursing has received an annual pass rate of 95 percent on the licensing exam from the state nursing board. WIU's pass rate is above the national pass rate of 85 percent on the exam and the state pass rate of 86 percent.

The Department of Psychology recently received reaffirmation of their accreditation.

Patricia Anderson, Department of Sociology and Anthropology, was cited in *The New York Times Magazine* about some of the work that she does with post-traumatic stress disorders.

Farm Credit has made a pledge to the School of Agriculture that will allow the School to expand the number of greenhouses at its farm. RFD-TV broadcast live from the Knoblauch Hall Conference Room during WIU's Farm Expo, which brought many visitors to Macomb and the WIU campus.

The College of Education and Human Services held their regional Science Olympiad over the weekend.

Interim Provost Neumann read an email from SGA President Wil Gradle received last week:

While it has often gone under different names, the Rocky Gala has always been an SGA signature event. The intent of this year's event was to offer student leaders the opportunity to meet with various leaders and decision makers of the University. In an effort to align itself with the fiscally conservative direction of the Board of Trustees, SGA has decided to cancel the Rocky Gala this year. We intend to use our budget solely for purchases benefitting the campus at large and return what we can to the Student Activity Fund. We certainly regret any scheduling inconvenience that this change presents, and I personally want to thank you for your continued commitment and service during these tumultuous times.

Interim Provost Neumann commended Western's student leaders for doing a good job of being responsible. She believes that faculty should be very proud of these student leaders, and she thanked those faculty members who have worked very closely with them.

1. Andy Borst, Director of Admissions

Dr. Borst updated senators on enrollment figures as of February 2, the tenth day of the spring semester. Total spring enrollment on both campuses was down 5.4 percent (578 students) from spring 2015. Undergraduate enrollment was down 6.7 percent (598 students), while graduate enrollment increased by 1.1 percent (20 students). Off-campus student enrollment increased 16.7 percent (188 students). Enrollment at WIUQC decreased by 6.5 percent (93 students), while Macomb enrollment was down 5.2 percent (485 students).

Dr. Borst stated that while enrollment continues to decline, WIU sits in about the middle of other state universities, and the retention rate remains stable. The freshmen retention rate is 88 percent, the same as last year. Dr. Borst stated that WIU enrolled 450 more new freshman than Eastern Illinois University, comparing fall 2014 to fall 2015, and saw 110 fewer students in negative status after their first semester. Dr. Borst believes that the students WIU lost were those who were not performing well academically. In fall 2015, 55 fewer students were placed in Math 099, and 55 fewer failed that class. Additionally, 85 fewer students received a grade of D or F in UNIV 100 at the end of fall 2015, and 55 fewer received a grade of F. Dr. Borst stated that while it is discouraging to see enrollment down from fall 2015, he believes the new admissions standards are achieving the intended result of attracting higher performing students. He does not believe WIU should prop up students simply in order to keep up enrollments, and thinks that the students that are being selected are ones that should be attending WIU. He finds the performance of the freshman class to be encouraging.

Dr. Borst stated that many other state institutions do not publicize their spring enrollments. Southern Illinois University-Carbondale's enrollment was down 5.5 percent, while enrollment increased 2.2 percent at their Edwardsville campus. Dr. Borst explained that it is expected that most institutions will see decreased enrollment from fall to spring, so comparisons are made from spring of the current year to spring of the previous year.

Dr. Borst stated that the Executive Committee asked him to speak about enrollments as well as what can be done to increase recruiting for next year and how faculty can participate. The Office of Admissions has developed a new communications plan to personalize interactions with prospective students. In February, admissions personnel validate students' decisions to apply and confirm their information, including their visit to campus. Dr. Borst stated that March is when most other institutions send out award packages, so the message for that month will be affordability and encouraging students to make a decision to enroll. April will see admissions counselors pushing deposits, housing, and roommate matching. Students cannot be asked to fully commit until May 1 because of a national guideline.

Dr. Borst told senators that currently about 5,000 students have been accepted for fall 2016. Rather than spend time with all 5,000 students, Admissions has made the decision to focus on smaller groups who are likely to enroll. Admissions anticipates that 2,000 will be unlikely to enroll at WIU; they have not given any indication of future enrollment beyond their application. Those students who are likely to enroll have provided a firm commitment; they may have only sent their FAFSA to WIU, be a student athlete, have already completed their housing commitment, or paid their deposit. Students who are on the fence may have signed into STARS, picked their SOAR date, or visited the campus. Dr. Borst wants to solicit senators to help encourage those students who are on the fence.

Currently, admissions counselors and student ambassadors are focusing on those students who are likely to enroll, for instance by encouraging students to submit scholarships before the deadline. Dr. Borst stated that if students in this group have not applied to WIU by now, they probably will not do so. On March 1, Admissions shifts its focus to the group of students who are on the fence about enrolling at WIU.

Dr. Borst stated that with the Board of Trustees' approval of a three percent reduction in tuition and fees, a student taking 30 s.h. during freshman year would save \$262. He informed senators that health insurance costs are jumping by about 30 percent next year, or about \$300. Because this would totally negate the savings in tuition and fees, the decision was made to move health insurance costs from the direct costs line to indirect costs. Dr. Borst stated that only about one-third of WIU students pay that fee; students must show that they have equal or better health insurance, and the University is relaxing that standard to allow for a little more flexibility. Dropping health insurance down to indirect costs reduces a student's out-of-pocket expenses by about \$1,500 with three percent reduction.

Dr. Borst hopes that this reduction in out-of-pocket expenses can help address the crisis of cost that has been occurring in higher education. He stated that he never could have imagined that the crisis of cost could be trumped, but now the University is facing a crisis of confidence. Dr. Borst related that the Office of Admissions receives phone calls every day asking if WIU will be open in five years for students to be able to complete their educations. The Office of Admissions vigorously assures students that WIU will be here, although programs may be smaller than at present. He said that students are being assured that in 400 years of higher education, no public university has ever shut its doors. Dr. Borst observed that WIU is in somewhat uncharted territory right now due to the budget situation in Springfield, but he is confident that programs with high student demand will still be offered at WIU, and his office is pushing a positive message.

Admissions has developed a new recruitment communications plan by which members of the Faculty Senate are assigned a randomized list of approximately 40 students to whom they can, if they wish, send handwritten messages highlighting why WIU is a good choice. Dr. Borst stated that there are about 1,000 perspective students that will be contacted via this method. He hopes that the handwritten messages from current students, members of the Alumni Council, senators, and others will reduce the gap for those on the fence and instill confidence that WIU will be open for them.

Dr. Borst told senators that some departments will be highlighting on Facebook and Twitter three points of pride and sharing them with hashtag #WIUPride, and he would like senators to participate in this effort. He stated that rather than focusing on what legislators and the Governor are doing in Springfield, he would like to see WIU's message focus on what the institution is doing to continue to be strong.

The Office of Admissions plans three Experience Western overnight visits for prospective students this spring: February 21-22, March 6-7, and April 17-18. In the past, prospective students have followed their host students through a normal class schedule, which has caused some disruption for faculty teaching in these classrooms. This year Dr. Borst has proposed offering four mock classes with hands-on instruction, with two at 9:00 a.m. and two at 10:00 a.m. on Monday mornings, for students to view. He wants Faculty Senate to decide who should teach those classes and how they should be organized.

Dr. Borst stated that the Admissions Visitors Center has bookshelves filled with various brochures, but he would prefer to populate them with books and journal articles by WIU faculty. He asked senators to have copies of books they have authored or that contain chapters by WIU faculty to be sent to the Office of Admissions for display.

Dr. Borst stated that lists of prospective students are shared with department chairs weekly; however, previously there has been no indication how likely those students are to enroll at WIU. This information will now be added to those lists to help chairs with their communications. Dr. Borst told senators that two departments that excel at recruiting are Broadcasting and Agriculture, and he will ask them to share best practices at a future Chairs' Council meeting.

Dr. Borst related that some faculty are worried about the rules for recruitment since high schools limit recruiting visits to one in the fall and one in the spring. Dr. Borst sits on a state committee overseeing admissions regulations, and no one has ever complained that faculty are engaging too much with students. He stated that if a department or college is engaging with high school students, Admissions will be happy to provide viewbooks and other publications, as well as t-shirts, which Dr. Borst stated is the least expensive and most effective direct marketing tool. He asked faculty to take every opportunity to represent WIU, and his office will continue to support those efforts.

Senator Halverson asked if the notes to on-the-fence students should be handwritten; Dr. Borst confirmed this is correct, adding that the list of students was emailed to Senator Halverson in the Quad Cities today, and the Associate Director of Admissions will bring the notecards to him within the next two days. Senator Halverson will only be given prospective students for the Quad Cities.

Senator Boynton asked if the welcome receptions at Orland Park, Schaumburg, and Oak Brook are a revival of former recruitment efforts in those areas that had been discontinued. Dr. Borst confirmed this is true but added that students will not actually be registered on-site as they had in the past. He explained that this practice was stopped because President Goldfarb was concerned that these students were getting to register before current WIU students; another factor is the cost of sending multiple advisors to these sites. Senator Boynton asked how likely these students are to come to WIU; Dr. Borst responded that the earlier the contact and the more information they can be provided with, such as where they will be living, the more likely they are to come to WIU.

Ms. Svirupskaitė asked if Admissions has considered taking current WIU students on high school recruitment visits. She believes this would be more effective than having faculty recruit students because students will perceive messages from peers as more honest and take them more to heart. Dr. Borst responded that current WIU students typically do not go on high school recruitment visits due to conflicts with their class schedules, although it has been tried in a limited fashion with local high schools.

Chairperson Pynes asked if Admissions is trying to recruit 1,700 new freshmen for fall 2016. Dr. Borst responded that is the goal, but a more realistic target is 1,500. Chairperson Pynes told senators that each department is being asked to recruit a certain number of students, and if every department fulfills this recruitment goal, the fall enrollment will reach 1,700. Chairs have a list of potential students that departmental faculty can request to see. Chairperson Pynes believes that these recruitment goals can be met if the University works together rather than piecemeal. Chairperson Pynes asked how achieving the 1,700 new student recruitment goal would affect enrollment going forward because this might help faculty to understand what the campus might look like in two or four years if recruitment goals are reached. Dr. Borst responded that if 1,700 new students enroll in fall 2016 and retention remains stable, enrollment would still decrease by about two percent; if the goal is reached over two years, combined with continued growth on the graduate side, especially in the Quad Cities market, WIU would start to see stabilization. Interim Provost Neumann explained that this is because the larger WIU classes will be graduating. Chairperson Pynes asked what WIU's total enrollment might look like if 1,700 additional students are recruited and enrollment decreases by two percent next year; Dr. Borst responded that enrollment would reach approximately 9,000 undergraduates and 1,600 to 1,700 graduate students. He added that if the University continues to bring in new

freshman classes of 1,500 students, the number of undergraduates would drop to approximately 8,000. Chairperson Pynes stressed that it is important for faculty to realize the difference between trying to recruit 1,700 versus recruiting 1,500 or 1,300 going forward because many faculty are separated from the admissions process. Dr. Borst added that there is also a difference between recruiting 1,700 students who will need to be admitted through OAS and then not stay at the University versus recruiting 1,700 qualified students; he stressed that students need to be successful once they are admitted to WIU.

Senator Boynton asked if students on the lists distributed to senators have been accepted but are not committed to coming to WIU; Dr. Borst confirmed they are all accepted students with valid majors, and none are student-athletes. He added that most have sent WIU their FAFSA results and will be receiving aid packages soon, but they are considered to be on the fence regarding ultimate enrollment. Senator Locke asked if senators can be told the students' majors so that they can better personalize their letters. Dr. Borst responded that he does not want the initial letters to market to specific majors, but if senators are willing to send out a second batch of letters in March he can tell them the majors at that time. Senator Dodson asked if students will be confused when they see the business card of a senator who is not from the major in which they are interested; Dr. Borst responded that this will depend on how the message is written by senators. Chairperson Pynes suggested that senators could acknowledge in their notes that going to college can be complicated and offer their business card in case the student needs pointed in the right direction or has questions. He stated that the letters should encourage potential students and make them feel like when they arrive at WIU there is someone who will be there for them, even if that faculty member is not in the same major. He believes that many first-year college students have no idea what to expect, and such a handwritten note might make a huge difference to a freshman and enable them to have a successful university experience. He added that more general letters may be the most beneficial.

Ms. Svirupskaitė thinks the handwritten notes are a fantastic idea; if she would have received one when considering colleges, it would have solidified her decision to come to WIU. She does not know of any other university that is doing this, and it shows that WIU cares, which would mean a lot to a new freshman.

Chairperson Pynes announced that Interim Provost Neumann will pay for senators to order a small amount of business cards if they do not already have them to include with their notes. Dr. Borst told senators to write the student address on the envelopes but to send the notes to the Admissions Office for mailing.

B. Student Government Association (SGA) Report  
(Dovile Svirupskaitė, SGA Representative to Faculty Senate)

Ms. Svirupskaitė told senators that SGA has determined one of its goals for this semester should be to inform students about the budget situation. At the first SGA meeting, students shared rumors that they have heard about WIU closing this semester. SGA plans to put a lot of effort into easing these fears. Ms. Svirupskaitė fears that students going home may tell siblings and friends not to apply to WIU because it plans to close its doors. She encouraged faculty to speak positively about the University and inform students that WIU will not close and will be open for fall 2016 because negative talk is heard by students who carry those discussions to their homes.

Senator Boynton was impressed by the response from WIU students in December and January to the budget situation. She said WIU students were tremendously supportive, and it was heartwarming to see that reaction.

C. Other Announcements

1. The Faculty Senate is seeking volunteers to fill eight fall 2016 vacancies and two immediate vacancies for spring semester only. The positions to be filled include:

College of Arts and Sciences:

- Two 3-year vacancies beginning fall 2016

College of Business and Technology:

- one 3-year vacancy beginning fall 2016

College of Education and Human Services:

- one 3-year vacancy beginning fall 2016
- one 1-semester vacancy beginning immediately for spring 2016 only

College of Fine Arts and Communication:

- one 3-year vacancy beginning fall 2016

Macomb At-Large:

- two 3-year vacancies beginning fall 2016
- one 1-year vacancy beginning fall 2016
- one 1-semester vacancy beginning immediately for spring 2016 only

Election notices and attached petitions forms for each seat can be found at:

[http://www.wiu.edu/faculty\\_senate/elections.php](http://www.wiu.edu/faculty_senate/elections.php)

Five nominees have submitted petitions for the two Arts and Sciences seats; additional nominees have submitted for the three-year at-large, the Fine Arts and Communication, and the Education and Human Services seats. Chairperson Pynes announced that if seats remain open after today, the deadline will be extended.

2. Eligible faculty have received the annual survey to evaluate President Thomas. Survey results and all comments are provided anonymously to the President, and an executive summary is presented to the Faculty Senate and the Board of Trustees; the Board uses the results in their annual evaluation of the President. Faculty are encouraged to take the survey and provide relevant, evaluative commentary.
3. Senator Silberer asked senators to encourage faculty to attend the University Professionals of Illinois (UPI) executive board meeting at 3:00 p.m. Wednesday, February 10 in Malpass Library Room 180. She stated that in light of rumors and hot topics being discussed, attendance will improve the general communication.

### III. Reports of Committees and Councils

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

##### 1. Curricular Requests from the Department of Political Science

###### a) Request for New Course

- (1) POLS 447, Administrative Law and Politics, 3 s.h.

Ms. Svirupskaite asked if the course is a senior seminar; Political Science Chair Keith Boeckelman confirmed that it is. Senator Boynton remarked that some references to graduate students remain in the document; those will be removed before it goes forward to the Provost's office.

#### **NEW COURSE APPROVED**

##### 2. Curricular Requests from the Department of Chemistry

###### a) Requests for New Courses

- (1) CHEM 190, Introduction to Chemistry Research, 1-4 s.h., repeatable to

- 4 s.h.
- (2) CHEM 251, Introduction to Forensic Applications, 3 s.h.
- (3) CHEM 455, Forensic Serology and DNA Analysis, 3 s.h.

#### **NEW COURSES APPROVED**

- b) Request for Change of Major
  - (1) Forensic Chemistry

#### **CHANGE OF MAJOR APPROVED**

- 3. Curricular Requests from the Department of Sociology and Anthropology
  - a) Request for New Course
    - (1) ANTH 210, Medical Anthropology, 3 s.h.

#### **NEW COURSE APPROVED**

### B. Ad Hoc Committee on Campus Civility (Jill Myers, Chair)

#### 1. Final Report and Recommendations

Senator Myers explained that the ad hoc committee was asked to determine if the University is interested in having a policy on civility. A request for feedback was sent to all faculty and civil service employees; their responses were summarized in the report. Senator Myers stated the committee believes there is probably a need for a civility policy on campus, but how that policy would look, who would create it, and what happens if someone is uncivil is beyond the purview of the ad hoc committee.

The ad hoc committee included samples of civility policies from other universities. Senator Myers pointed out that some address only civil service employees, while others are broader. She added that the breadth of a policy would be something for the developers to decide, but she reiterated that the ad hoc committee does think there needs to be a policy developed for WIU.

Senator DeVolder asked how many individuals were invited to participate in the survey. Senator Myers responded that a TeleSTARS invitation was emailed to all WIU employees but not to students. Chairperson Pynes clarified that no survey was developed; employees received a request for feedback. Senator DeVolder asked about the participation rate since only 30 responses were received and they were evenly split between wanting a civility policy and thinking no civility policy is necessary. Senator Hironimus-Wendt estimated that approximately 2,000 administrators, civil service, and faculty could have received the request for feedback; if only 15 indicated that they experienced civility problems, that would be less than one percent of WIU employees with 99 percent not responding. Senator Dodson pointed out that senators cannot infer there are no problems with civility merely because of the lack of a response; she pointed out that individuals may not have responded for a number of reasons. Chairperson Pynes agreed that all senators can logically infer is that a specific number of people replied, although he can understand some of the concerns.

Chairperson Pynes stated that Faculty Senate gave the ad hoc Committee on Campus Civility a very narrow charge, and they have come back with a recommendation that WIU should have a policy that addresses civility and related issues. Chairperson Pynes asked the University's attorney and Director of Equal Opportunity and Access if they handle these types of issues; Equal Opportunity and Access only deals with issues affecting

protected classes, and the WIU attorney responded that it was not an issue for her but might come under the Vice President for Administrative Services, who retired without providing a response. Chairperson Pynes pointed out that the ad hoc committee report does not say who should make or inform the policy, only that the University should have a policy.

Chairperson Pynes explained that the report is considered to be seconded by putting it on the agenda; senators can either accept the report or object to it. He added that if the report is accepted, senators can then decide to do nothing (because the report does not say that Faculty Senate must take any action); ask administration to create a civility policy; or the Senate can create such a policy. He concluded that all the report says is that the committee recommends such a policy be created.

Senator Boynton thanked committee members for doing a lot of work on this question, whatever decision is made about a future policy. She appreciates that much useful information was gathered. Chairperson Pynes added that Senator Myers did a tremendous amount of work on the report. He believes it is important to recognize that issues of incivility did happen to the people who responded to the request for feedback.

### **NO OBJECTIONS TO THE REPORT**

Senator Boynton asked what the next steps are for a civility policy. Chairperson Pynes responded that a senator can make a motion if he or she thinks a civility policy should be created by Faculty Senate or others. He added that there can be additional conversation about this topic if desired.

#### IV. Old Business – None

#### V. New Business

##### A. Election to Fill Vacancy on the Committee on Provost and Presidential Performance

Chairperson Pynes explained that it is necessary to replace a member who is off Senate for the rest of this semester. He added that half of the work of the Committee is completed since the survey instrument has been prepared and distributed, but members will still need to compile the report. Senators Roberts, Hironimus-Wendt, Brown, and Dodson are currently serving on the Committee.

Senator Roberts, who chairs the Committee, stated that he hopes for a very robust response to the survey. He asked senators to encourage their colleagues to respond to the evaluation of the President. This year's survey included a quote from the Chair of the Board of Trustees testifying to the timeliness and significance of the survey results. Senator Roberts stated that members will need to collate the data, which should be compelling. Chairperson Pynes, who formerly chaired the Committee, added that one or two meetings will be necessary to develop the evaluation summary; he added that although this is not a ton of work, it is important work.

**Motion:** To nominate Senator Silberer (Dodson)

There were no further nominations. Senator Silberer was declared elected.

Senator Hironimus-Wendt stated that he would like to offer a potential item of New Business for the Executive Committee to think about and possibly bring back to the full Senate. He recalled that on December 15, President Thomas said that a stalemate had been reached between WIU's union and administration as to how the University will reach 2017. Senator Hironimus-Wendt recalled that President Thomas offered to sit down with Faculty Senate representatives or appointees and UPI representatives for a candid discussion about where WIU is, where it is going, and how to get there. Senator Hironimus-Wendt would like for that conversation to be held in an open forum with representatives of the administration (other than the President), representatives of the Senate Executive Committee (other than the Chair), and UPI discussing their visions of where the University might be a year from

now and brainstorming ways to get there with the least harm. He observed that the goal of one side is no layoffs, while the goal of the other side is that there must be layoffs but it is unknown how many. Senator Hironimus-Wendt thinks there may not be as many layoffs necessary if there is action rather than inaction, and he would like to see the administration and the Union talk in a public forum rather than in secret in hopes that it can address some of the tension and anxiety that is festering on campus.

Senator Hironimus-Wendt observed that it has been six months since the University found out that next year's budget will be \$10 million less than the previous year, and he stressed that ways need to be determined to address this shortfall. He noted that both the administration and Union have indicated their good faith efforts, but Senator Hironimus-Wendt is not satisfied with the result and with where the University is at present. He wants to hear a vision articulated of where both sides want WIU to be, particularly if 30 of the 615 full-time faculty are to be lost.

Chairperson Pynes believes that Faculty Senate did a very good job at its special session on December 15; a lot of people who were concerned about these issues came and openly talked about the situation. He noted that the UPI President and others feel they can speak openly in large part due to senators' willingness to sit around the table. Chairperson Pynes observed that sometimes negotiations are slow, although individuals may want them to move faster, but it is important for Faculty Senate not to get involved in that process. He pointed out that Interim Provost Neumann is present every other Tuesday to answer questions from anyone attending a Senate meeting. Chairperson Pynes stated that he is not opposed to having senators attend an extra meeting, and he is sure the Provost would attend, but he also wants to respect the ongoing negotiations process. He noted that if faculty do not think that UPI is expressing their views properly, that is a problem, but it is not a problem for Faculty Senate; if faculty think the administration is not doing a good job of articulating where WIU is going in the future, that question can be asked of the Provost as she sits at the front of every Senate meeting. Chairperson Pynes recognizes that negotiations must be private and kept from the individuals for whom the negotiations are being held. He is happy to have more meetings to give the Provost, the Union, senators, and faculty the opportunity to ask questions of anybody at the table, but he does not want Faculty Senate to get engaged in things in which they should not because a specific process is already in place.

Senator Hironimus-Wendt clarified that he is not advocating for an additional Faculty Senate meeting but for an open forum to include representatives from the Senate Executive Committee, UPI, and the administration. He stated that Faculty Senate could moderate the forum or not; he is more concerned with openness and balance.

Senator Silberer suggested that question of whether UPI would be willing to participate in an open forum could be asked at tomorrow's UPI executive board meeting. Senator Silberer said she announced the meeting because she has been increasingly concerned about what is being negotiated on behalf of WIU faculty and fears the outcome of continuing to be complacent. Senator Silberer stated that what is driving her is that when she asked UPI representatives what is being negotiated on behalf of faculty regarding the larger fiscal issues, she was told that these issues have never been discussed. She is concerned that, while she does not want to see faculty lose their jobs, the only issue that is being discussed is the 35 faculty members who have received layoff notices, and if the administration is not willing to take those layoffs off the table, UPI is not willing to discuss anything. Senator Silberer urged faculty to come to tomorrow's UPI meeting because she is afraid that if the situation continues, the University may not be open a year from now. Senator Silberer stated that there are 11,000 less students in Illinois this year, and 100,000 people have moved out of the state, and to ignore these figures is to play Russian roulette. She believes that if WIU displays no effort to move forward and be proactive, the Governor will think funds should be allocated to universities that are willing to do what is necessary. Senator Silberer believes that times are changing, and higher education is not what it used to be, so WIU should make some decisions before it is too late.

Chairperson Pynes observed that part of the problem is that faculty like to be involved in the process, but with negotiations not everyone can know what is going on, which is why the Provost has remained silent during this discussion. He pointed out that senators represent the faculty, and the Union represents employees including certain faculty, and that faculty must trust their representatives for good or bad. He suggested that faculty attend UPI meetings and ask questions of Union representatives there. He does not know, however, what would be achieved by having UPI representatives attend a public forum. Chairperson Pynes would prefer to have UPI negotiators and WIU administration meet every day until decisions are made and all the issues are resolved.

Senator Sadler agrees that Chairperson Pynes's remarks about the importance of negotiations taking place behind closed doors is a very important point. Senator Sadler serves as a member of the UPI executive board, but he does

not think it is his place to disclose the results of the hours and weeks of negotiations because those talks need to continue in good faith; he thinks the Provost would say the same. He stated that, regardless of what faculty may think, the Union and administration have been discussing many issues, including the layoff list and the budget. He informed senators the two groups had a very good meeting on Monday, February 8, and they are communicating; there are some issues they agree on and others they do not, but processes are being followed for moving forward. Senator Sadler related that last semester UPI representatives met with over 30 departments. He added that UPI executive board meetings are open to the public, and he encourages faculty to attend and discuss the issues. Senator Sadler believes that more feedback is better and that it will give UPI more of a sense that they are representing the people that they need to represent. He stated that there are many opportunities for faculty to provide feedback to UPI, and tomorrow is another example of that. He assured faculty that UPI will listen to their ideas and bring them to the table.

Chairperson Pynes stated that it can be nerve wracking when others are making decisions that affect a person and that individual does not know what is going on, and stressed that everyone wants the process to be done effectively. Chairperson Pynes will ask UPI and the Provost if they wish to hold a public forum, although he is not sure what it will accomplish. He noted that when a public forum is held, the audience can ask any question, which could impede the current negotiations. His personal view is that it would be better to have the two groups get together increasingly frequently until the process is completed and then let the public know the results. He reiterated that the Provost will answer any questions that she is able to at Faculty Senate meetings.

Senator Boynton asked for an update on the Academic Program Elimination Review (APER) process. Interim Provost Neumann responded that the Committee has been constituted. Tenth-day data will be needed by the Committee, so no meetings can be held until after that data has been compiled. Interim Provost Neumann stated that Institutional Research and Planning is putting the finishing touches on those lists, and once that is completed the group should quickly begin meeting. Senator Silberer stated that a member of her department is on the APER committee and received an email from the UPI President stating that individuals on the Committee were to be sued if they obeyed the process, and there would be grievances filed.

Parliamentarian Deitz echoed Chairperson Pynes and Senator Sadler that it is imperative to keep the bargaining process separate from Faculty Senate. She stated that Senator Hironimus-Wendt has called for open communication, which she thinks Faculty Senate provided in a productive manner on December 15, opening a discussion which did not hinge upon bargaining nor cross that line, but at the same time did involve some brainstorming. She believes there are opportunities and venues in which those kinds of conversations could and should happen which would not infringe upon or violate any of the processes that need to occur between UPI and the administration. She urged faculty to become engaged and speak up in key meetings that present themselves so that all voices are heard. Parliamentarian Deitz believes that good things can come from brainstorming sessions that could inform something that might happen in other, more secret, meetings, which is good because it represents the broader collective at Western.

Chairperson Pynes asked if Senator Hironimus-Wendt wants him to ask UPI and the Provost to attend an open forum that would be moderated by Faculty Senate. Senator Hironimus-Wendt responded that he would like the Union and administration representatives to discuss openly their visions of where WIU will be a year from now and how the University will get there. He believes that this would send a message that the two groups are collaborating since anecdotal and possibly false evidence says the process is broken. Interim Provost Neumann asked whether the only thing that Senator Hironimus-Wendt wants to see discussed is the vision for the institution, not specific articles of the UPI contract; Senator Hironimus-Wendt confirmed this is correct.

Senator Hironimus-Wendt observed that he, Senators Sadler, Pynes, McNabb, and others came to WIU approximately ten years ago when full-time enrollment on the Macomb campus was 10,400; in spring of 2006, full-time enrollment on the Macomb campus was 9,800, and today it is 6,900. He does not think it can be denied that enrollment is a real problem. He noted that if enrollment is stabilized, as Dr. Borst predicts, with fall enrollment of 1,700 new freshmen, that would still bring the FTE to under 10,000. He stated that, with over 20 percent of student enrollment lost, he can understand the administration's desire to restructure when some departments graduate five while others graduate over 50 students. Senator Hironimus-Wendt stated that if the University is planning for the future by restructuring personnel, he would like to see what that vision looks like. He would also like to see the Union walk away from the idea that one layoff is too many because he is convinced there will be more layoffs following the APER process. Senator Hironimus-Wendt believes that unless UPI and the

administration stop “butting heads,” there will be more layoffs over the summer and fall than there necessarily needs to be. He recalled that at one point UPI indicated a willingness to negotiate furloughs and pay cuts, but that did not happen, and he thinks many faculty would be willing to explore those options. Senator Hironimus-Wendt wants to know how many jobs could be saved if employees gave up \$2.5 million and whether June and September layoffs can be avoided by offering pay cuts. Senator Hironimus-Wendt expressed frustration with UPI’s refusal to allow the membership to vote up or down whether they would accept pay cuts, and he would like to have that conversation.

Chairperson Pynes summarized that Senator Hironimus-Wendt would like an open forum to articulate 1) the Provost’s vision of WIU for the future, 2) what programs may be retained and what kinds of layoffs may happen, and 3) how many jobs could be saved if pay cuts were approved. Senator Hironimus-Wendt agreed that such a discussion would make him feel more comfortable. Chairperson Pynes reiterated that it is hard for everyone, but some of the process will necessarily be blind to the majority of the campus community. He stated that while that is hard for many to appreciate, different groups are engaged in different roles during this process. He noted, for example, that while the Union may file a grievance, there may be a philosophical reason for that action. Chairperson Pynes stressed that it is important for the negotiation process to go forward in an unbiased fashion with the people that have been chosen as representatives, even though that process can sometimes be infuriatingly slow.

Chairperson Pynes believes it is fair to ask the Provost to say what she thinks the University should look like going forward. He understands individual concerns but believes everyone needs to let the process play out. Chairperson Pynes stated that his department, Philosophy and Religious Studies, has both of its programs on the APER list, so he appreciates the concerns that are being expressed. He recognizes that the future of WIU is at stake, and encouraged faculty to recruit, send personal messages, and promote the University at every opportunity going forward, even when it seems things are going well.

Chairperson Pynes asked if Senator Hironimus-Wendt is charging the Executive Committee to request a meeting of the administration and UPI representatives in an open forum; Senator Hironimus-Wendt confirmed that he is.

**Motion:** To adjourn (Silberer)

The Faculty Senate adjourned at 5:19 p.m.

Jeff Brown, Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary