

WESTERN ILLINOIS UNIVERSITY FACULTY SENATE

**Regular Meeting, 5 March 2019, 4:00 p.m.
Union Capitol Rooms/WIUQC Complex 2203**

ACTION MINUTES

SENATORS PRESENT: M. Allison, E. Asare, B. Bellott, V. Boynton, S. Czechowski, G. Delany-Barmann, R. Dimitrov, J. Franken, A. Hyde (via teleconference), S. Macchi, M. Maskarinec, H. McIlvaine-Newsad, B. Perabo, J. Plos, C. Pynes, S. Rahman, C. Tarrant, F. Tasdan, K. Zbeeb (via teleconference)

Ex-officio: Russ Morgan, Associate Provost; Ilon Lauer, Parliamentarian

SENATORS ABSENT: S. Cordes

GUESTS: Tom Blackford, Emily Boyer, Amy Carr, Amy Chambers, Kassie Daly, Katrina Daytner, Darlene Deas, Dennis DeVolder, Rich Filipink, Anita Hardeman, Sarah Haynes, Keith Holz, Buzz Hoon, Jim LaPrad, Angela Lynn, Colton Markey, Sue Martinelli-Fernandez, Rose McConnell, Mark Mossman, Jill Myers, Kat Myers, Lorette Oden, Luciano Picanço, Renee Polubinsky, Emily Shupe, Yong Tang, Melissa Telles, Bill Thompson, Sam Thompson, Seyfi Turkelli, Ron Williams, Michelle Yager

I. Consideration of Minutes

A. February 14, 2019

MINUTES APPROVED AS DISTRIBUTED

B. February 19, 2019

Correction: On page 7, during the discussion of the request for new course MUS 208, the minutes state that “Senator Boynton asked if MUS 208 and 408 can really be taken for 4 s.h. for ten semesters” and “if 40 s.h. of students’ 120-hour program can be made up of just these two courses.” This should be corrected to 80 s.h. (40 s.h. of each course). (Boynton)

MINUTES APPROVED AS CORRECTED

II. Announcements

A. Approvals from the Provost

1. Requests for New Courses

- a. CS 210, Python for Data Exploration, 3 s.h.
- b. CSTM 234, Construction Systems and Concepts, 3 s.h.
- c. CSTM 434, Construction and Facilities Management, 3 s.h.
- d. DS 494, Internship in Business Analytics, 1-12 s.h., repeatable to 12 s.h.
- e. DS 499, Individual Research in Business Analytics, 1-3 s.h., repeatable to 3 s.h.
- f. FS 303, Leading Community Risk Reduction, 3 s.h.

2. Requests for New Minors

- a. Algorithms and Data Management
- b. App Development
- c. Mental Health

3. Requests for Changes of Minors

- a. Business Analytics
- b. Computer Science
- c. Construction Technology

4. Requests for Changes of Majors
 - a. Business Analytics
 - b. Construction Management
 - c. Fire Protection Services

5. Request for WID Designation

- a. PHIL 300, History of Ancient Philosophies, 3 s.h.

B. Provost's Report

Chairperson Pynes conveyed Interim Provost Clow's apologies for missing the meeting; Associate Provost Morgan added that Interim Provost Clow will be glad to answer any questions at the next meeting. He told senators the International Bazaar this past weekend was well attended and is always a great event. March is Women's History Month, and Associate Provost Morgan stated that there are special events nearly every day this month. He asked faculty to encourage their students to participate in these events. WIU's Homeland Security program is sponsoring a discussion on "Preventing Terrorism in High Schools" tomorrow (March 6) in Stipes 121.

Associate Provost Morgan told senators that the Provost's office has been dealing with the events that occurred last Friday, March 1, and the fallout from those events and expressed a willingness to answer any questions. Senator Allison related that there was confusion last Friday about whether more layoffs are coming because of remarks that were made on the recently released Board of Trustees (BOT) closed session recordings. She added that there has seemed to be some back-and-forth about this between Associate Provost Morgan and University Professionals of Illinois (UPI) President Bill Thompson, and there was a news story indicating that more layoffs were coming, but she thought that Associate Provost Morgan had previously said there were not. She recalled that the BOT recordings of June 1 and June 7, 2018 talk about laying off 150 faculty on July 1, 2018, but that clearly did not happen. She added that 100 to 150 was the conservative number that she heard would be laid off, although some numbers floating around on the recordings were as high as 200 to 250 layoffs before BOT members agreed that this would be undoable. Senator Allison stated that 23 faculty positions were eliminated on July 1, 2018, and 29 more on March 1, 2019, which does not get the University to the most conservative estimate of 100 faculty layoffs or the slightly less conservative 150, much less the extreme numbers of 200 or 250. Because of this, Senator Allison wonders when the next round of layoffs is to occur.

Associate Provost Morgan clarified that the press release to which Senator Allison is referring went out from KHQA, and they mistakenly spliced new numbers supplied by University Relations with an old story. WIU's administration called the station to correct the information. He explained that the news story suggested that the layoffs did not include the results of the Academic Program Elimination Review (APER), and the administration informed KHQA that this was incorrect. Associate Provost Morgan stated that the 132 layoffs that occurred on March 1 was the total number. The administration also asked the *Western Courier* to correct their statement that there were 132 faculty layoffs to clarify that there were 29 faculty laid off; the *Courier* has been asked to retract that statement, and the online version has been fixed. Associate Provost Morgan told senators that President Thomas is attending an Illinois Board of Higher Education (IBHE) meeting today, but Associate Provost Morgan has been working with the President's Chief of Staff, Paul Schlag, to draft a letter to WIU students because many were upset when they saw the headline in the *Courier* and wondered which programs and faculty are no longer going to be on campus. He stated that the letter will go out tomorrow (March 6) directly to students to clarify the misunderstandings.

Associate Provost Morgan has not listened to the BOT recordings but has heard a lot about them. Senator Allison recommended that Associate Provost Morgan, and everybody in the room, listen to the recordings. Associate Provost Morgan promised that he would listen to them if he has the time. He pointed out that the recordings were made back in June and July of last year, before last

year's layoffs occurred, and concerned potential or proposed plans that did not happen because the University did not lay off 150 or 200 people. He assured senators that there are no further plans for layoffs at this time and explained the intention of the WIU administration was to do everything at one time – changes to civil service, academic support professionals (ASPs), faculty, and administrators – with the hope that this is the last time. He stated that, while he cannot promise, he can assure senators that this is the administration's intention at this point, depending on the budget and enrollment.

Senator Czechowski stated that she must respectfully point out that Associate Provost Morgan is lying. She stressed that it is his job as associate provost to listen to these recordings. Senator Czechowski pointed out that at the 40:00 minute mark on the closed session recording from July 1, the President and Interim Provost discuss getting rid of the Art Department's ceramics program and some other areas, so she believes this is going to happen, and the only question is when Associate Provost Morgan will tell everyone that it is going to happen. Associate Provost Morgan reiterated that he was not in attendance at the BOT closed meeting and has not listened to the recordings, so he is not lying and takes offense to that remark.

Chairperson Pynes suggested that he ask a slightly different version of the question. He recalled that for the last four years, WIU's administration, starting with former Budget Director and then Vice President for Administrative Services Matt Biermann, has telegraphed the plan to achieve a 17:1 student-faculty ratio. He observed that one does not have to listen very deep into the BOT closed session recordings to hear at the 7:00 minute mark that the BOT still wants a 17:1 ratio, and former Interim Provost Neumann expresses that the administration wants a 7,000 full-time equivalent (FTE) student university. Chairperson Pynes observed that would necessitate a staffing level of 411 faculty (FTE). He pointed out that the WIU Fact Book states that faculty FTE in Fall 2018 was 547. He believes the simpler question for Associate Provost Morgan would be whether WIU's administration still has the goal of reaching a 17:1 student-faculty ratio. Associate Provost Morgan responded that 17:1 is a target, a place where WIU's administration thinks the University should try to be. He added that whether the University actually attains 17:1 is not the goal; it is just a target to approach. He added that, when talking about numbers and the fact that 29 faculty received layoff notices, what is lost in the conversation is that there are a number of eliminations that occurred due to attrition and retirements, so it is actually more than 29 positions that are going to be eliminated since a number of other positions will just not be replaced.

Senator Boynton has had several people ask her many questions that she promised she would ask today. She asked when the list will be provided of the number of Unit A and Unit B faculty that were laid off – not names of those faculty members, but numbers from each department. She noted that there has been a lot of misinformation that has been circulating about these numbers. Associate Provost Morgan replied that no one has requested that information; Senator Boynton responded that she is requesting it now. Associate Provost Morgan said that the Provost's office can provide that information. Senator Delany-Barmann added that she would also like the list to include the numbers of support staff laid off in each area.

Senator Boynton asked what the expectation is of the impact of eliminating undergraduate advisors and admissions counselors on potential enrollment and retention. Associate Provost Morgan responded that the administration recognizes that none of the eliminations that have occurred are good, and they do not want to see any positions eliminated, but WIU is in a dire situation. He observed that the University has never needed to lay off employees three times in four years, so things are not going well. He stressed that the administration is trying to keep things moving and right the ship in order to make payroll next fall. He added that no one in the administration enjoyed doing this, and it has caused everyone a lot of stress.

Senator Boynton asked what the relationship is between the individuals who were laid off on March 1 and the program eliminations that may result from the APER process. She would also like to know the actual number of administrators in Sherman Hall who were laid off – not low-level employees but actual associate or assistant provosts, etc. Associate Provost Morgan replied that, for the most part, the faculty layoffs are related to APER, with a few related to low enrollments within departments. He stated that the administration's APER report will be released in a day or

two. He added that the restructuring/reorganization process also needs to be completed in the next week or two. The administration hopes that the restructuring committee can meet with the Senate Executive Committee in the next week or so to get that process moving along. Associate Provost Morgan added that there are a number of things that are close to completion but are not there yet.

In response to Senator Boynton's second question, Associate Provost Morgan stated that there were two administrators laid off, but there were an additional 16 ASP positions eliminated. He added that there were also a number of administrative positions that were recently reclassified to civil service. Senator Boynton clarified that she was not referring to civil service level administrative employees but to those administrators above that level and higher. Associate Provost Morgan responded that he is not sure what the 18 administrative positions are that have been eliminated.

Senator Allison wants to know how the number of faculty losing their jobs dropped from 100-150 down to 23. She wants to have this discussion because the BOT recordings say that to really right the ship there needs to be 200 to 250 faculty laid off to reach a 20:1 ratio. She believes that if the University really intends on righting the ship, that has not happened, and she has said for two and a half years that she wants to know when this is going to stop. Associate Provost Morgan recalled that former Interim Provost Neumann predicted a student enrollment of 7,000, and the idea was that WIU needs to anticipate further enrollment reductions. He thinks that part of what was being discussed on the recordings was that the University needs to anticipate where it is going to be a year or two from now, so perhaps the cuts need to be made a little deeper so that WIU does not have to do the same thing the following year. Associate Provost Morgan observed that, as far as why the original numbers were not approached, the enrollment reduction was not as bad as originally predicted, and WIU ended up with 400 to 500 students more than were predicted in the summer of 2018; there were also a number of retirements and attrition, and the budget was reduced by \$19 million, so the layoffs did not have to go as far. Chairperson Pynes stated that last fall WIU's enrollment was 7,260 FTE and dropped to 6,656 FTE this spring.

Chairperson Pynes remarked that technically this portion of the agenda is the Provost's Report, and if senators want a larger discussion about the BOT closed session recordings, a senator should perhaps make a motion to add this to the agenda. He stated that if the Executive Committee had known about the recordings before March 1, this topic would have been added to the agenda. He added that additions to the Senate agenda must be approved by two-thirds of the senators present.

Motion: To add discussion of the BOT closed session recordings as a new agenda item under New Business just below the Council for International Education bylaws revisions (Boynton/Franken)

Senator Dimitrov observed that Chairperson Pynes has asked for some additional documentation and wonders if the discussion would be fuller if senators waited until that documentation is provided. Chairperson Pynes stated that he does not know what additional documentation he will be able to receive. Senator Dimitrov remarked that if he had known that this topic would be discussed, he would have come prepared by listening to the BOT closed session recordings.

MOTION APPROVED 18 YES – 0 NO – 1 ABSTENTION

Senator Hyde asked what the process was for deciding who would be laid off. She asked Associate Provost Morgan to discuss the process for faculty first and then the process for laying off staff. Associate Provost Morgan replied that essentially the process began by looking at each individual area and having deans and directors try to determine what positions, areas, and budgets they could do without. He related that Academic Affairs was asked to reduce its budget by \$16 million out of the \$21 million dollar reduction goal for the entire university and told that no stone should be left unturned. He said that Academic Affairs looked at every possible reduction; deans and directors brought back suggestions for reductions, but they were not enough, so the Provost's office went back to the deans and directors a second and a third time to try to achieve this goal. When the Provost's office received the APER Committee's report, decisions were made based on those recommendations. He added that most of the faculty layoffs were tied to APER.

Senator Hyde asked if Associate Provost Morgan could comment on how this process considered the requirements of employee contracts. Associate Provost Morgan asked which category of layoffs Senator Hyde is referencing; Senator Hyde replied she is asking about Article 24.2 regarding the order in which the faculty are to be selected and the criteria that are supposed to be considered. She remarked that this does not seem to make sense in at least one case that she knows of, and she was hoping that Associate Provost Morgan could clarify how this process follows what is required by the contract. Associate Provost Morgan replied that these are personnel matters so he cannot discuss specifics. Chairperson Pynes stated that usually issues regarding personnel, interpretation of the Union contract, and the business of the Union are not discussed at Faculty Senate. He explained that the two entities have similar interests, but the business of Faculty Senate is separate from the Union contract; concerns with the contract and layoff language would have to be addressed privately with the Union and the administration. Chairperson Pynes added that he allows a wide area for discussion, but this discussion is a little too far to continue.

Senator Hyde remarked that Associate Provost Morgan has stated that the University will hear more about reorganization in the next few weeks, and she wonders if the layoffs were planned in consideration of the reorganization, specifically regarding the anticipated need post-reorganization. Associate Provost Morgan responded affirmatively. He added that this information will hopefully go out in the next couple of weeks, and the APER-related reductions were certainly done in collaboration with the proposed restructuring.

Senator McIlvaine-Newsad expressed concern because the story that was released on Tri-States Public Radio said there was not an exact figure that could be quoted as to how much money was saved by the layoffs. She wonders when the University will know how much money was saved by the most recent round of layoffs. Associate Provost Morgan explained that the reason for this response to the radio station was because a lot of the figures will be fluid until the University finalizes its budget on July 1. He added that because there are still employees leaving the University, it is not clear exactly how much will result from the cuts. Senator McIlvaine-Newsad clarified that she is not referring to employees that are retiring or may get a job elsewhere; she is talking about how much money has been anticipated to come out of the budget as a result of the 29 faculty members and the cuts to civil service, ASPs, and administrators. She stressed that cuts are not normally made without having some understanding of how much may be saved. Chairperson Pynes clarified that he thinks the question is how the administration knows if the layoffs were appropriate for their budget concerns if they cannot tell what they anticipate saving. Associate Provost Morgan stated that he could give a broad estimate of what the savings will be, but he hesitates to do that publicly. Chairperson Pynes explained that the reason Faculty Senate is asking for this figure to be released publicly is because faculty have been told the University has to cut \$5 million this year and \$16 million next year, and faculty wonder how close the University now is to achieving those goals. He added that without a close approximation, people believe that the cuts are not done. Associate Provost Morgan stated that the approximate amount of the cuts is \$19 million University-wide. He asked that this amount not be quoted as firm because it could give or take a little bit. He stated that Academic Affairs closely approached its \$16 million goal. Associate Provost Morgan provided UPI with lists of the total employee cuts amounting to \$2.5 million, which is 13.4 percent of the total reduction of \$19 million. He stated that there were 41 UPI reductions in the "big UPI" group and an additional five in the Pro Tech category for a total of 35 percent of the 132 layoffs, which gives Faculty Senate some idea of where the University now is in terms of numbers. Senator Tasdan said he had wondered how much of the \$21 million savings came from staff, and it seems Associate Provost Morgan has answered that question. Associate Provost Morgan stated that he only referenced the UPI portion, but there were also 89 civil service layoffs, nine contract reductions, and two administrative layoffs.

Senator Tasdan observed that one of WIU's main problems is recruitment, and he wonders how the administration plans to address that. Associate Provost Morgan stated that when the restructuring plan is released in a week or two, the administration hopes this will put out a positive spin and WIU will have turned a corner. He hopes this is the last time that WIU sees these kinds of reductions; he gets to clean up a lot of what happens afterward, so he does not want this to happen again. He believes the focus has got to be on recruitment; the University cannot simply cut its way out of these budget problems but must recruit and increase enrollment. Senator Tasdan asked what

the University is doing toward this end. Associate Provost Morgan replied that right now the University is trying to hire an Admissions Director as a start.

Senator Bellott asked what the current status is of the institutional grant writer position. He noted that Interim Provost Clow said the position had to be reclassified from civil service to administrative, but he is surprised it has taken more than a couple of weeks to reclassify this position since many ASP positions were reclassified to civil service within four months. Associate Provost Morgan related that the Request to Fill the position has been approved but the job ad has not been posted yet.

Senator Delany-Barmann is looking for some clarity on the criteria used for the APER-related layoffs of tenured faculty. She knows of at least one faculty member who has been laid off after being employed at WIU 19 years and having 100 students in her classes. She wonders what the criteria are when talking about focusing on recruitment. Chairperson Pynes stated that this topic is probably too close to the type of issue that cannot be discussed at Faculty Senate. He added that anyone who has a concern with how the layoffs were conducted will have to have that discussion with different parts of the University before this can be discussed at Faculty Senate. He stated that, for example, Faculty Senate can discuss whether the IBHE reporting requirements are a legitimate way to determine which programs should be put on the APER list, but how the administration implemented those reductions is a different kind of conversation. He noted that the BOT has given the administration the right to lay off anybody until June 30, which is a separate process from eliminating programs; if the administration laid off everyone in Physics there could still be a Physics program because those are two separate processes, but that is a conversation that does not happen here.

Senator Rahman asked what the date is that the restructuring/realignment/reorganization will occur. Associate Provost Morgan replied that the administration hopes to have this information released in a couple of weeks. He added that the committee, which includes the members of the Senate ExCo, has not met in awhile, but it is hoped that the group can meet in the next week to finalize the plan. Senator Rahman asked if the University will find out the date in a couple of weeks; Associate Provost Morgan clarified that in a couple of weeks the plan will be announced. Senator Boynton asked when the restructuring will take effect; Associate Provost Morgan responded that it will take effect on July 1. Senator Asare asked if there is a planned time that the restructured programs will be reviewed after the reorganization takes place to judge its effectiveness because sometimes these types of changes can take place too quickly. Associate Provost Morgan responded that the reorganization is mainly a restructuring of organizational units; departments will be merging rather than removing, changing, or adding programs. He does not think this will change the normal program review process at all; everyone will be on the same seven-year review cycle by program or major. Chairperson Pynes thinks that Associate Provost Morgan is being a little optimistic because the process involves more than that. Chairperson Pynes stated that the letter that he sent to the BOT in July pointed out that their desires to create schools and other entities would require shared governance input and approval. He stressed that Faculty Senate will continue to insist on the appropriate level of shared governance regarding any reviews of General Education and creation of new schools or departments to ensure that these processes work appropriately. He related that ExCo keeps asking when the next realignment meeting will occur because the last four meetings have been cancelled. He added that creating schools and similar units requires more than just stating this is going to happen; it requires deans to submit paperwork that will come through this body.

Senator Czechowski recalled that when Senator McIlvaine-Newsad asked about cost savings, Associate Provost Morgan said that it amounted to around \$19 million. She estimated that it would take layoffs of 190 full-time tenured faculty to save \$19 million; civil service make about \$30,000 each, and the two administrative positions probably made about \$55,000 per year, so she thinks \$19 million seems really high based on the most recent layoffs plus the ones from last summer. Chairperson Pynes pointed out that if 132 is divided into \$19 million it comes to \$144,000, but there were fringe costs associated with the savings. Associate Provost Morgan clarified that the reductions were not simply positions; the administration looked at everything, not just personnel. He stated that there were operating budget cuts, cuts to graduate assistant positions and student

help, reductions in overhead. He stressed that the administration cut as far as it could cut, and a lot of the cuts were not related to personnel money specifically.

Senator Allison stated that she has been asked to inquire “whose list the latest layoff list was.” She stated that while it might be straddling the line between the current discussion and the later discussion of the BOT recordings, Interim Provost Neumann in June made it clear that she is very “prescriptive” in telling the deans what cuts she wanted made. Chairperson Pynes recommended that this question be held until the later discussion under New Business.

Senator Allison asked how Geographic Information Sciences (GIS) can be a signature program when so many of the faculty in this area have been eliminated. Associate Provost Morgan responded that he does not think he can talk about specific personnel areas. Senator Allison asserted that she is not referring to specific faculty. Chairperson Pynes added that he does not understand how signature programs were created, and he has been asking this for four years. Associate Provost Morgan does not think that GIS is a signature program.

Senator Dimitrov pointed out that some additional documents that have been described and discussed have been requested by the Faculty Senate Chair, and there will be the opportunity to have a better discussion once those documents are received. Chairperson Pynes agreed this is a good point and recommended that the Provost’s Report section of the meeting be ended unless there are further questions about the layoffs. Dr. Thompson asked to provide clarification in relation to the question from Senator Hyde. He explained that Article 24 of the UPI contract is the authority, but there was an arbitrator’s decision from July 7, 2017 that has somewhat modified how Articles 24 and 40 are implemented and applied. He stated that UPI has shared that decision widely, but everyone needs to be aware that this is now part of the layoff protocol. Dr. Thompson related that the administration and UPI representatives have been struggling because the Illinois Education Labor Relations Board on February 2 ordered the University to implement the protocols and said the arbitrator had every right to do what he did. Dr. Thompson does not know if the University will appeal the decision to the appellate court, but he thinks the public needs to be made aware of this layoff protocol.

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

Mr. Markey told senators that the SGA election process has started, so candidates are collecting signatures on petitions. At its last meeting, SGA decided to reduce the number of senators at-large from five to three because this number is supposed to be correlated to enrollment numbers.

President Thomas attended the last SGA meeting. Budget Director Letisha Trepac and Ketra Russell, Director of Auxiliary Services for University Housing and Dining Services, talked to SGA about student fee dollars. Associate Vice President for Student Services J.B. Biernbaum spoke to SGA about closing North Quad and how that will impact the University. Admissions Program Coordinator Melissa Telles also spoke to SGA about how they can help with the work Admissions is doing.

D. Other Announcements

1. Election notices have been emailed to faculty to fill 11 vacancies on Faculty Senate beginning Fall 2019. Nominating petitions should reach the Faculty Senate office by no later than 4:30 p.m. on Friday, March 8. Chairperson Pynes pointed out that faculty can scan and email their petitions in order to make sure that they arrive on time. He asked senators to encourage their colleagues to apply.
2. March is National Athletic Training Month, and Athletic Trainers across America are being recognized for their commitment to helping people prevent injuries and stay healthy and active. Athletic Trainers are health care professionals, highly educated and dedicated to the job at hand. Athletic trainers can be found in high schools and colleges, corporations, professional sports, the military, performing arts and clinics, hospitals and

physician offices. They provide compassionate care for all. On Thursday, March 21 at 2:00 p.m., Macomb Mayor Michael Inman will recognize WIU's Athletic Training students, faculty, and staff with an official proclamation at City Hall. All are welcome to attend the proclamation in recognition of the WIU Athletic Training Program and in celebration of National Athletic Training Month.

3. The Department of Earth, Atmospheric, and Geographic Information Sciences has received a grant in the amount of \$3,000 from McDonough Power Cooperative. The amount will be used for future maintenance of a new Doppler Radar to be installed on campus (roof of Memorial Hall) in March 2019. The new radar will support meteorology instruction and also provide community service in terms of early storm warning and many more. The new radar addresses a major problem in west central Illinois, where there is no national weather service radar coverage at lower altitude.
4. The Department of History is accepting a donation, to be housed at Malpass Library, of a 40-volume collection of Selden Society publications, from the 1970s through the 2010s. From the Society's website (<https://www.seldensociety.ac.uk/>):

"The Selden Society is the only learned society and publisher devoted entirely to English legal history. This includes the history of the law, the development of legal ideas, the legal profession, the courts and legal institutions, individual judges and lawyers, legal literature and records, the languages of the law, legal portraiture and costume; in short, researching the history of everything which is characteristic of our unique English common law and legal system. And because for most of the nation's history, the only continuous records have been legal records, there is in them a wealth of incidental information on every aspect of contemporary life and conditions to be found in no other source."

WIU History Department Chair Jennifer McNabb is a member of the Society, and this donation stems from the bequest of a will from a longtime member. Both he and his wife will be recognized in connection with the donation, which will be an invaluable resource for Pre-Law students in Honors, History, and Political Science, as well as Law Enforcement and Justice Administration majors.

5. Chairperson Pynes stated that the Executive Committee has been hard at work; on behalf of the Faculty Senate they listened to the BOT closed session recordings and time stamped each mention of a specific document. Chairperson Pynes stated that since these recordings represent admitted violations of the Open Meetings Act, these are all public documents and should have been publicly discussed. Yesterday (March 4) at about 8:50 a.m., Chairperson Pynes submitted a FOIA request on behalf of Faculty Senate for each document handed out, referred to, or discussed at the BOT meetings of June 1 and 7. He said that this involved a lot of listening, and he is thankful for the hard work of the Executive Committee. He observed that it is hard to catch everything when listening to the recordings one time through, and he listened to them twice. He asked senators to encourage everyone they know who care about WIU to listen to the discussions that were held in private that should have been held in public. Chairperson Pynes added that the discussions and the views of what is going on around the University would be very different if people knew the actual state of the University; this is the kind of dereliction of duty that occurs when the administration does not know what the budget has been for the last decade.
6. There will be a meeting on the steps of Sherman Hall starting at 4:15 tomorrow (March 6) for people to support those who have been laid off and to sign the #BuyintoWIU petition that will be taken to Springfield.
7. Senator Boynton stated that it was somewhat lost in all that happened on Friday, March 1 that this was the last day that Tri-States Public Radio will receive funding from the University. TSPR is now dependent on listeners' donations and needs that support more

than ever. Senator Boynton pointed out that losing the financial support of the University will also cut into the radio station's amount of funding from the Corporation for Public Broadcasting, whose contribution is based on university funding levels.

8. Senator Boynton announced that the League of Women Voters will hold a candidates' forum for the April 2 municipal elections at 7:00 tonight in the Macomb High School Library. She stated that candidates for Macomb mayor, Park Board, School Board, City Clerk, and City Council have been invited to participate.

III. Reports of Committees and Councils

A. Council on Admission, Graduation, and Academic Standards (CAGAS) (Rich Filipink, Chair)

1. Proposed Changes to High School Dual Enrollment Admissions Policy

CAGAS at its meeting of February 21 approved proposed changes to the High School Dual Enrollment Policy, which Dr. Filipink stated will be the official name of the policy if the changes are approved. Dr. Filipink stated that the proposal also provides clarification that students can be advised at WIUQC or by International Studies; currently the policy states only that "Students must agree to pursue prescribed academic advising through the University Advising and Academic Services Center." The current policy also specifies that "Only 100- or 200-level college courses may be taken without permission of the appropriate department." The change clarifies that high school dual enrollment students may take 300-level courses with the written permission of the appropriate department chair.

Dr. Filipink related that most debate at CAGAS occurred on the proposed change to the provision that high school dual enrollment students either had to meet University admissions requirements or appeal to CAGAS. The change in language states that "The student must meet regular admission criteria or have earned a cumulative unweighted 3.0 GPA or higher after at least three semesters of high school coursework." Senator Perabo remarked that this seems like a low GPA threshold for a high school sophomore to take a college-level class. Dr. Filipink related that he raised this point at CAGAS, and there was significant debate. He said the primary argument in favor of the changes was to expedite the process for high school students to be able to enroll in University courses; if students were forced to wait until they complete their sophomore year of high school, they would not be able to easily register for the first semester of their junior year because their guidance counselor would not be available in the summer. Dr. Filipink observed that it seemed like a pretty low number of students would be affected, and if they did not meet the University admissions standards they could always appeal to CAGAS.

Senator Boynton asked if there was discussion about having higher GPA requirements in the specific field or related fields in which classes would be taken at WIU. Dr. Filipink responded that there were discussions about whether it should be an academic GPA but not discussions about that. Senator Perabo asked if statistics are available on the success rates of high school students with different levels of GPA who are enrolled at WIU; Dr. Filipink replied that he does not.

Interim Associate Provost Mark Mossman explained the goal of these policy changes is to reduce an enrollment barrier. He stated that the policy changes are standard practice, and dual enrollment for high school students has existed for 30 years. He also pointed out that CAGAS supported the proposed changes. Interim Associate Provost Mossman related that for him this represents a social justice issue; if a student goes to school in a suburb or a wealthier high school, their school will have this type of program, and these students will do well in college. He believes that bringing this program to rural Illinois, which is not the wealthiest place in the world or in Illinois, is doing what WIU is supposed to be doing by increasing accessibility to higher education. He pointed out that students will be juniors

when they enroll in the courses. He noted that there is a disconnect between four-year higher education institutions and the way that high school advising works; the issue is on the high school advising end because they want this to be done as quickly as possible, and if an issue arises in the spring or even summer, those students will be removed. He stressed that this process is not a guarantee that these high school students will get into a college course; it is setting up a path to enroll and begin to accrue college credits.

Interim Associate Provost Mossman related that all the data, including data from WIU, suggests that students who come into a university through dual enrollment do remarkably well. He stated that students coming in with 9-24 hours typically have over a B average and are admitted into the Honors College, so they are usually high achieving students. He stressed the goal is to lower the barrier to make a four-year institution accessible to students that may not have the funds otherwise to attend. Dr. Filipink remarked that the issue will be expedience versus academic standards.

Senator Dimitrov observed that students with less than a 3.0 GPA will be required to submit ACT scores, and with less than a 16 ACT score or a score of 880 on the SAT test will not be admitted. He noted that probably there is no correlation, but at one time CAGAS had a complicated chart for admission that was eliminated at some time in the past, and he wonders if this change has served WIU's students well. When Senator Dimitrov came to WIU, a faculty member told him that if the University keeps on lowering the standards for enrollment, the thinking in high schools will become "Why should we have to learn this in high school when we can go to college and learn it?" Senator Dimitrov believes that WIU has tended to admit increasingly less prepared students and asked Interim Associate Provost Mossman if he would agree with that statement. Interim Associate Provost Mossman replied that he does not think the University can solve grade inflation; he thinks this is a giant problem, but that is not what Faculty Senate is trying to do today. He agrees that this is absolutely something to take account of – the way students are prepared for higher education and their success when they get to an institution – but he does not have an answer for this today. He agrees, however, that grade inflation is a problem at WIU and everywhere else as well.

Senator Dimitrov asked how this policy impacts the learning that is happening in the high school. Ms. Telles explained that it is important to separate dual enrollment from regular and OAS admissions policies because these are three separate policies and, for her, three separate issues. She agrees that, by and large, the high school dual enrollment students are very high achieving. She has reviewed 110 different transcripts from students that have either applied for dual enrollment, been accepted for dual enrollment, whose applications are pending, or who were denied dual enrollment based on a CAGAS appeal. Senator Dimitrov asked if this is related to Admissions reviews. Ms. Telles explained that the way admissions decisions are made is that the dual enrollment students must meet regular admissions criteria, but the decisions are made without ACT or SAT scores because usually students do not take those tests until the end of their junior year. She stated that the Office of Admissions would not normally receive those scores in time to make admissions decisions, arrange schedules, and coordinate with high school counselors about those schedules because students usually register for their high school courses earlier than WIU makes enrollment decisions. She related that, from the conversations Admissions has had with high school counselors, they are trying to make this process as smooth as possible for the benefit of high school students and in order to create gateway partnerships that can provide a pathway into the regular admissions program for WIU. Ms. Telles, as Associate Director for Admissions and previously as an Admissions Counselor, reviewed many transcripts from students applying for admission, and dual enrollment students are incredibly well prepared with generally high GPAs. She pointed out that a 3.0 GPA is a high threshold for dual enrollment students because when students have more grades, there is more ability to recover from a bad grade, but with only three semesters of coursework, dual enrollment students cannot get a D in a course and still have a 3.0 unweighted GPA. Ms. Telles told senators that some institutions use a combination of unweighted and weighted GPAs for admission, but by using unweighted GPAs WIU is making sure that

schools are using a 4.0 unweighted scale. She has spoken to high school teachers with students in WIU's dual enrollment classes, and they think these are wonderful students that they would like to see get into college classes, in part due to affordability and in part because it helps prepare students for their future college education. She told senators the Registrar has provided data on how many dual enrollment students end up coming to WIU and the retention that is being seen when they have taken these college classes.

Senator Boynton asked if high school dual enrollment students pay the same tuition and fees as every other WIU student; Ms. Telles replied that they do not. She added that they do pay for their university education but not at the same rate as currently enrolled regular freshmen. Senator Boynton asked why not. Ms. Telles explained that dual enrollment classes can be taught online, on campus, and in some cases are taught at the high school by a WIU faculty member. She stated that beginning in 2015, WIU offered a scholarship which covers two-thirds of the tuition cost for dual enrollment students. Additionally, dual enrollment students do not pay student fees because they cannot use the Student Recreation Center, get into athletic events free, and other things available for regular WIU students. Senator Boynton asked if the scholarship comes out of University funds; Ms. Telles confirmed that it does.

Senator Perabo remarked that this seems like a great program, and she has no doubt that it helps prepare high school students for college, but a 3.0 GPA sophomore taking a college course as a junior does not seem automatically well prepared for college work. She asked what the statistics are for students signing up for these classes and whether any portion of them are failing or neglecting to show up. Registrar Angela Lynn replied that there were a total of 58 individual high school students enrolled through this program in Fall 2018; the headcount was 89 but some students enrolled in more than one course. She said the vast majority of grades were in the A/B range; there was one unofficial withdrawal, one failure, one D, and five Cs. The rest of the 89 grades were As or Bs. Registrar Lynn stated that while she cannot predict what the program could look like down the road if these policy changes are passed, for the most recent time period high school dual enrollment has grown exponentially. She related that in Spring 2017, there were 11 students enrolled in the program, and in Spring 2019 there are 79, and students enrolled previously have done very well. She stated that with some of the changes being proposed there is the likelihood of larger numbers; some high schools have been telling WIU that in order to justify offering these classes they need to be made available to more than just seniors but to juniors as well, which is part of the reason behind the changes, which are expected to bring a bulk of high school students into WIU college classes.

Interim Associate Provost Mossman recognizes that Senator Boynton has a legitimate concern; the way the budget works, dual enrollment is a front-end cost. He explained WIU is making an investment into these high schools and the region; if one or two of these students end up enrolling at WIU for four years, it easily pays for the cost of their instruction. He admitted that there may be a cost to the University, but the hope is that the program will create a path or a bridge into the institution for these students. Senator Boynton pointed out that they could transfer dual enrollment courses taken at WIU somewhere else; Interim Associate Provost Mossman admitted this is possible while adding that they could also transfer dual enrollment courses taken elsewhere into WIU. Senator Boynton observed that students would not have those courses subsidized by WIU if they were taken elsewhere and transferred in.

Ms. Telles stated that Admissions has seen dual enrollment students that, because of their relationship with WIU faculty, Admissions, and advisors, are choosing WIU when they might have overlooked this institution before. She pointed out that this program primarily works with local schools; students from Macomb High School, Bushnell-Prairie City, West Prairie, West Central, Rushville-Industry, V.I.T., Quincy High School and others will benefit from this program. Ms. Telles believes there are many things that WIU can do to help these students through the quality of the instruction that WIU faculty provide. She pointed out that through dual enrollment, students can see exactly what they can get on a

day-to-day basis from enrolling in WIU, and it is proving to be a recruitment tool. Ms. Telles told senators that a Centennial Scholar recently chose to come to WIU partly because she was a dual enrollment student through Cambridge High School.

Senator Allison related that her husband is teaching a dual enrollment class at Cambridge High School, and she has a high school child who is taking a dual enrollment course on campus. She finds the dual enrollment program to be an employment benefit since her child can take a less expensive class through this program, although Senator Boynton pointed out that this would be available to her child even if Senator Allison did not work at WIU. Senator Allison would be concerned if her child wanted to take a dual enrollment class with a 3.0 GPA after three semesters of high school because Senator Allison sees the work her high-achieving child puts into her college course even though she was academically ready. She admitted that for a sophomore with a 3.0 GPA after three semesters to take a WIU class makes her nervous. She added that if a Macomb High School student is taking a dual enrollment course on the Macomb campus, they probably would not do so until they were a senior because of the difficulty scheduling it; it would probably take two study halls to travel to and from campus without missing other things, and scheduling is horrendous. She related that it is also difficult for her husband as a dual enrollment professor who has found that high school students who have been used to getting perfect grades are shocked at receiving a grade of 98 in a college-level course. She observed that when WIU faculty teach college students, they know what the grading scale is, so she does not think that asking for dual enrollment students to have higher than a 3.0 GPA is asking for the moon.

Senator Dimitrov suggested that WIU could ask school districts to contribute some of the tuition money for those students taking these courses. He suspects that other school districts are paying for their students to take these classes or can enquire from the state if they could be eligible for additional funds to accommodate students who wish to take these types of classes. Senator Dimitrov related that he asked the school superintendent for money for his children to take dual enrollment courses, and his request was denied because they did not offer funding for this at that time. He supports WIU offering these courses and asked if there are statistics available as to what percentage of dual enrollment students stay at WIU; Registrar Lynn replied that it is 17 percent.

Senator Zbeeb expressed his support for dual enrollment and has had a good experience with it with his children. He asked how many of the current 79 student headcount are in the Quad Cities. He knows that community colleges in the Quad Cities are very aggressive at pursuing students from Moline and Rock Island High Schools, but WIU from his experience has not been. He stated that WIUQC has a dual enrollment program, but no one seems to know about it, and they are losing a lot of students because the market is huge in the Quad Cities, and there are a lot of local high schools. Senator Zbeeb related that his children wanted to come to WIU for dual enrollment but ended up doing it through Black Hawk College because they offer students the opportunity to take dual enrollment courses in their high school or at Black Hawk, but WIUQC does not have that luxury. He believes dual enrollment is a great recruitment tool but thinks Admissions is missing the boat in the Quad Cities. Interim Associate Provost Mossman asserted there has actually been a lot of work on this in the Quad Cities. He noted that Cambridge High School is closer to the Quad Cities than to Macomb. He also pointed out that there is a difference between dual enrollment and dual credit courses; dual enrollment courses are taught as college courses and are separate from high school courses in a profound way, while dual credit is taught by high school teachers with master's degrees who teach college courses as part of their teaching load. He noted that Moline High School has nine of these high school teachers teaching college-level English writing, survey, and literature courses in their high school, so by the time these students graduate they have nine hours of Gen Ed Humanities courses already completed. Interim Associate Provost Mossman admitted that it is hard to break into that because their program already exists.

In response to Senator Zbeeb's question, Registrar Lynn stated that there were 24 dual enrollment students at WIUQC in Fall 2017 and 26 this semester. Chairperson Pynes asked what percentage of dual enrollment students matriculate to WIU from the Quad Cities. Dr. Lynn replied that seven of the 41 students who were enrolled in dual enrollment courses at WIU in Fall 2017 matriculated in Fall 2018, and three of those were Quad Cities students. Senator Boynton asked if these students came in under the regular admissions standards, not the proposed 3.0 GPA; Dr. Lynn confirmed this is correct. She added that these were from a pilot program that was approved allowing juniors from Cambridge High School to enroll, and six students took advantage of that. She added that these students were included in the statistics she provided earlier regarding how many students received grades of A or B. Senator Boynton asked if those grades were received under the regular admissions program; Registrar Lynn confirmed this is correct.

Senator Bellott asked why high school students also having to obtain written support for the admissions application from a principal, counselor, or appropriate designee. Ms. Telles replied that the additional letter of support is required to make sure that the high school administration is aware that the student is taking a class at WIU so that if there are concerns they can be expressed before admission. Senator Bellot recalled that Interim Associate Provost Mossman said the goal was to break down barriers, and this sounds like a barrier.

Senator Allison pointed out that CAGAS is comfortable with the proposed change. Chairperson Pynes asked what the CAGAS vote was; Dr. Filipink replied that CAGAS approved the proposal. Interim Associate Provost Mossman added that he thinks there were no objections; Dr. Filipink added that he, as CAGAS Chair, cannot vote.

NO OBJECTIONS

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

1. Curricular Requests from the Department of Earth, Atmospheric, and Geographic Information Sciences

a. Request for Change of Major

i. Geography and Geographic Information Science

Department of Earth, Atmospheric, and Geographic Information Sciences Chair Sam Thompson explained that the change serves two processes: it adds a 300-level GIS course to the core and will allow the department to offer a complete GIS program in the fall. Senator Allison asked if the department still has the staff for this major; Dr. Thompson replied that they will for the next two to three years.

Senator Dimitrov has heard that a lot of international students may have an interest in having a major like this and believes it would be very useful and practical as well as providing an employment opportunity for them. He has heard that students in China are interested in this major and asked if it would help if the major were able to be offered online. Dr. Thompson responded that the department will start offering the program online at the beginning of fall semester. He skyped about two weeks ago with an institution in China trying to arrange for a group to visit WIU; his next step is to follow up with housing to determine room and board and any other costs associated with that visit. Senator Dimitrov suggested it would be helpful if Dr. Thompson could in the future share his experiences so that other programs could benefit from this process. Dr. Thompson responded that he has been working with Jeff Hancks, Executive Director

of the School for Global Education and Outreach, to come up with a model. Dr. Thompson had the chance two years ago to visit the country and see the institution, so he feels the department is on the right path.

Corrections: Correct spelling of “Conservation” in the title of GIS 426, and remove “1. MOVED” from the existing column on page 2 (Boynton)

CHANGE OF MAJOR APPROVED WITH CORRECTIONS

IV. Old Business

Senator Bellott asked if questions stemming from the Executive Committee minutes could be asked at this time; Chairperson Pynes replied that corrections to the minutes occurs at the beginning of the meeting but it would be acceptable to ask questions about them now. Senator Bellott asked about the change to Vice President Rives’s title discussed at ExCo. Chairperson Pynes explained that there is a policy for selecting administrators, and any changes to that policy are supposed to go through Faculty Senate. He related that earlier this year the Executive Committee had noticed typos and formatting problems in the online document and asked former Interim Provost Neumann to have those corrected, but after the typos were corrected Chairperson Pynes noticed that Dr. Rives’s title had been changed to Senior Vice President for Quad Cities and Planning. He asked President Thomas if this was a mistake since the change to the policy did not go through the Faculty Senate and the Board of Trustees. Chairperson Pynes pointed out to the President that if Vice President Rives left the University and a new vice president was hired in his place, the position would not automatically be that of a Senior Vice President. President Thomas told Chairperson Pynes that is a good point. ExCo believes that the procedures to change Vice President Rives’s title in the policy were done improperly, and they hope that this will be fixed.

Chairperson Pynes explained the second issue regarding Vice President Rives’s new title of Senior Vice President resulted from a faculty member asking Chairperson Pynes if this means that Dr. Rives is the senior vice president. Because the organizational chart is flat in regards to vice presidents, the Executive Committee asked President Thomas who is the most senior vice president who would be considered second in command should anything happen to the President. Chairperson Pynes related that the President made it clear that, in terms of the organizational chart and independent of titles, the Provost and Academic Vice President is second in charge at an institution of higher learning.

Chairperson Pynes explained that the third issue was why a vice president’s title was changed without going through the Board of Trustees for discussion or vote. He observed that no one knows of any change in duties or a Request to Fill, and this seems to tend to happen with the Dr. Rives’s vice presidential title, which has had been changed a number of times. Senator Bellott asked if the resolution of this discussion is that the process will be fixed. Chairperson Pynes replied that the process question has been addressed by stating that the Provost is second in command at the University, and President Thomas will get back to the Executive Committee on the other questions.

Senator Rahman pointed out that Parliamentarian Lauer had asked at the Executive Committee meeting if the administration has an exceptional example of an Office of Retention and Enrollment that is housed under Student Services which WIU is modeling its office after and was told that Vice President Williams would provide an answer. She noted that Vice President for Student Services Ron Williams is present at today’s meeting. Chairperson Pynes observed that historically retention is housed under Admissions, and Admissions at WIU is housed under Student Services; about half of universities house these offices under Student Services and the other half under Academic Affairs. He thinks Parliamentarian Lauer was referring to the announcement last summer that WIU is to have a Retention Office and was asking what the status is of that new office and what is it being modeled on, given that Admissions is housed under Student Services. Vice President Williams told senators that the administration had proposed a Director of Retention and wanted to create an office in the University Union, but when things happened with the budget Vice President Williams told President Thomas that he could not in good conscience even approve spending additional funds on simple office requirements, such as a phone lines. Vice President Williams related that Justin Schuch, who took over Student Judicial Programs when Tim Sheridan retired, has been doing a lot of retention work with Registrar Lynn, Rapid Insight, and other entities. Because of that, Vice President Williams told senators that this has been added to his duties; his new title is Director of Student

Rights, Responsibilities, and Retention Initiatives. He added that the name of the Office of Judicial Programs has also been changed to the Office of Student Rights, Responsibilities, and Retention Initiatives because “judicial” has a punitive sound. Vice President Williams said the decision was made to roll all of these things together because of a desire to be able to talk to students about their responsibilities, behavior, and rights while incorporating a retention element into it. He added that a dedicated retention office would have been nice, but it would also have been costly; Student Services is trying to do more with less by consolidating a lot of areas and collaborating together to get things done.

Senator Bellott observed that President Thomas mentioned at the Executive Committee meeting about WIU being named a Fulbright Scholarship Institution, but there has not been much press about that. Senator Bellott thinks it might be helpful to define what this designation means to incoming students who may be unfamiliar with Fulbright. Chairperson Pynes replied that the Executive Committee asked twice for this to be highlighted, and he thinks it is being elevated higher in the news feed on the WIU homepage.

V. New Business

A. Proposed Council for International Education Bylaws Revision

1. First Reading

The bylaws revisions proposed by the Council for International Education (CIE) include correcting the name of the Center for International Studies to the School of Global Education and Outreach, but Senator Boynton thinks that the membership also needs to specify the position that the ex-officio members from this office hold. She also thinks it should be specified whether these ex-officio members of the Council are voting or non-voting. Senator Maskarinec recommended that “initial” be removed in the duty “To recommend initial approval of all courses with Global Issues (GI) designation.” He also recommended that the duty “To conduct periodic reviews of all Global Issues courses to assure compliance with the goals and objectives defined by the Council for International Education” be changed to “...goals and objectives of the Global Issues requirement” because CIE does not get to define the goals and objectives; any changes to the goals and objectives would have to be approved by Faculty Senate. CIE will make the recommended changes to their bylaws change proposal before it returns to Faculty Senate on March 26 for the second reading and vote.

B. Discussion of the BOT Closed Session Recordings (*Added to the agenda*)

Chairperson Pynes recommended that everyone listen to the recordings because they are very informative. Senator Allison remarked that at 28:58 on the June 1 recording, Faculty Senate is described as a “pass through” in a discussion about changes to Gen Ed, and she would like clarification about that statement from Vice President Rives and the Sherman Hall administration. Chairperson Pynes thinks that in the last eight months the administration has been disabused of the idea that Faculty Senate is a “pass through.” He stressed that there is shared governance on this campus, and Faculty Senate insists on shared governance. Chairperson Pynes sent a letter to the Board of Trustees pointing out that they have violated shared governance and established BOT policy. He recalled that the recording stated that the General Education Review Committee did not do anything for four years; lots of people around the current Faculty Senate table were involved with that review, and this is disparaging to their hard work. Senator Allison would like a statement or letter from the administration to the body of the Faculty Senate assuring that they understand that WIU has shared governance. Chairperson Pynes pointed out that President Thomas will visit Faculty Senate on April 9, and senators can then ask him to reiterate his commitment to shared governance.

Senator Perabo asked if the BOT closed session was originally ruled by them to be able to be closed, but they then found out that it was not legal for them to have done that. Chairperson Pynes explained that the November recordings were determined by the Public Access Counselor of the Illinois Attorney General’s Office to have violated the Open Meetings Act, and they told the BOT what parts of the recordings to release. He related that the most recently released recordings

comprising three hours represent WIU General Counsel Liz Duvall's view of what should have been discussed in public. Additionally, the Public Access Counselor has been asked to review the parts of the recordings not released by General Counsel Duval to make sure that none of that should also be released. He reiterated that this is all material that should have been discussed openly and publicly. Senator Perabo asked if this represents an ethics violation on the part of the BOT, or if having a lawyer in the room during the closed sessions clears them of any ethics violations. Parliamentarian Lauer remarked that there might be something to address this question in the BOT's own bylaws and regulations; there may be some expression of commitment to open meetings, which would indicate that they have violated their own bylaws. Chairperson Pynes added that the BOT was in violation of the Open Meetings Act, but whether the Illinois Attorney General wants to file criminal charges against individuals or the Board is up to that office. He stated that the usual remedy in cases like this is to make the recordings available, which is where things are at currently. Senator Perabo observed that there is a very elaborate structure for ethics violations at the University level, and she wondered if there is anything similar for the BOT. Chairperson Pynes replied that the Office of the Executive Inspector General (OEIG) ethics enforcer is the University Attorney, and the University Attorney at the time, Bruce Biagini, was present in the room during both of the closed sessions. He pointed out that Attorney Biagini was the University Attorney and ethics officer for the University for quite some time, and at one time in the recording on June 7 Attorney Biagini does say "We have veered outside." Chairperson Pynes added that the BOT is now getting trained on Open Meetings Act requirements.

Senator Perabo observed that it seems that there may be a lot of legal expenses associated with this situation – violations of the Open Meetings Act, and the University's General Counsel having to spend time and energy putting this documentation together. She suspects there are also a lot of lawsuits waiting to happen. She wonders if the cost of lawyers, perceived contract violations, and other expenses has been factored into the budgetary analysis and whether it has been discussed how much the University expects to spend on legal fees for the next five to seven years. Chairperson Pynes responded that this would be a question for Internal Auditor Mike Sartorius or Insurance, Risk Management, and Compliance Director Digger Oster.

Senator Boynton observed that there are four people leaving from the Board of Trustees. Chairperson Pynes clarified that Trustees Lester and Brown (BOT Student Trustee) have continuing terms; Trustee Ehlert Fuller resigned; and Trustees Savala and Clausen's terms have expired but they have agreed to continue to serve until replaced. Senator Boynton asked if there are supposed to be seven Trustees plus one Student Trustee; Chairperson Pynes confirmed this is correct. Senator Boynton asked if it is known when WIU will again have a full Board. Associate Provost Morgan replied it is expected that Governor Pritzker will appoint enough Trustees for a quorum prior to the BOT meeting this month. Chairperson Pynes stated that if this does not occur, there will not be a meeting. Senator Boynton expressed the hope that with a new Board perhaps some of these problems will no longer occur.

Senator Rahman said that when listening to the closed session recordings it appeared that the BOT had an agenda and were concerned that the faculty would slow them down; when they asked about this, President Thomas responded, "We let them have a say, but it's non-binding." Chairperson Pynes stated that Senator Rahman can ask President Thomas about this on April 9. He added that the President was originally scheduled to attend today's meeting but it conflicted with the IBHE meeting. Senator Perabo took notes while listening to the recordings, and at one point someone said "It's kind of like APER; we go through this as shared governance and give them a voice but ultimately..." and then it trails off. Chairperson Pynes said this statement was made by former BOT Chair Cathy Early.

Senator Allison remarked that on the June 1 recording at minute 33:30 there is an admission of an investigation of fraud, and she would like to know what the fraud was. Chairperson Pynes replied that Trustee Steve Nelson says that he was being asked questions about fraud, and Trustee Early shushes him. Parliamentarian Lauer pointed out that in the context of that comment, listening to what was being discussed before and after, it could be an allusion to an earlier site visit, perhaps in 2010, because they were discussing site visits by the Higher Learning Commission (HLC), although is speculation on his part. Senator Allison observed that at some point Vice President

Rives tells the BOT to commit to memory certain points to tell the Higher Learning Commission. She assumes when the HLC comes to WIU to ask questions, they are asking what the BOT has decided, not what the BOT has been told they have decided; this seems backward to her. She related that Vice President Rives stated on the recording, “The whole Board should commit to memory these points to be able to tell...”

Chairperson Pynes told senators that he was listening to these recordings late on Friday and found a comment made at the 44:50 mark on the June 1 recording particularly galling. He related that Trustee Ehlert Fuller was talking about cutting deeper because “We can always bring people back; it makes people feel good to be brought back.” Chairperson Pynes thinks this is one of the most callous things he has ever heard someone say, and he is very glad she has retired as a Board member. Senator Allison remarked that shortly after this, at the 46:42 mark, Trustee Early says “I am thinking about cutting librarians; imagine, just imagine, we have a library – just let’s say – we have a librarian who teaches in English. What would happen to that position? Let’s just imagine that,” as if there is no targeting occurring against the English Department or the Library. Chairperson Pynes admitted that, given the fact that there is only one librarian who teaches in English, it did seem particularly pointed.

On the same recording at the 51:20 mark, Chairperson Pynes remarked that someone mentioned that WIU’s peer groups are no longer good peer groups, and former Interim Provost Neumann agreed. He told senators that the Executive Committee has charged the Senate Council on Campus Planning and Usage to look into WIU’s peer groups on behalf of the Senate because ExCo believes that the loss of WIU’s student population raises the question of how viable the current peer groups still are. He pointed out that ExCo agrees with the BOT in this regard and has asked one of the Senate’s councils to put together recommendations for Faculty Senate, which is the kind of work they are supposed to do in shared governance, to make sure that WIU has appropriate peers.

At six minutes after the hour on the recording, Chairperson Pynes related that Trustee Ehlert Fuller expressed a desire to outsource the Union Bookstore, which he believes has occurred, as well as Beu Health Center, Admissions, University Housing, building service workers, and Payroll. Chairperson Pynes told senators the problem with outsourcing all of those groups is those are Western Illinois University, too; WIU’s university community is broader than just students and faculty, and if all of these areas are outsourced, it is basically gutting WIU. He observed that in three hours of audio there was very little discussion of how the University plans to recruit new students and grow the University. He recalled that the Budget Director has said that WIU cannot cut its way out of this problem but also has to grow, but that message seems to be falling on deaf ears.

Senator Czechowski was appalled in listening to the recordings at the amount of laughter and unprofessionalism from those present in the meeting when discussions involved positions that were to be eliminated. Chairperson Pynes observed that on the June 7 recording at minute 36:10, former Interim Provost Neumann said she made suggestions to every dean about eliminating programs, but since there is only one dean present at today’s meeting he will not ask her about this conversation. He added that he did FOIA that related document.

Senator Allison asked if Faculty Senate will ever see an Athletics budget. Chairperson Pynes replied that Trustee Nelson said he had asked for it and did not receive it, and Trustee Lester said he would also like it, so it seems another dereliction that no one gets to see that budget.

Senator Allison remarked that one of the recordings mentioned “telling the good news about the Centers of Excellence” and “telling the good story.” She would like for someone to explain what the Centers of Excellence are. Chairperson Pynes related that about four years ago he served on the Provost’s Advisory Council with about 35-40 people, and they had a long discussion about programs that would be good for the region and good for General Education. He stated that these were broken into four Categories of Excellence that crisscrossed the University which the members voted on and ranked, and this discussion informed the realignment proposal. He will provide that document, which lists the categories and the votes, in the Faculty Senate team drive.

Chairperson Pynes pointed out that there are six minutes left in the meeting until a motion will be needed to extend the time or to adjourn. Senator Bellott pointed out that Chairperson Pynes mentioned outsourcing the Union Bookstore, but he thinks this may be a miscommunication. Vice President Williams said he has also heard that rumor, but it is bad information because the Bookstore has not been outsourced.

Senator Perabo asked about the discussion on the BOT closed session recordings about the Foreign Language program. She remarked that it appears that the decision about whether to have a major in Foreign Languages is entirely independent of what their major donor intended. Chairperson Pynes remarked that the donor is deceased, and he has not seen that donor contract, but he thinks it originally gave the University \$5 million to teach Latin, which WIU does not do. He believes that the Vice President for Advancement and Public Services looked into whether there could be an alternative interpretation of the donor's wishes so that the department could continue to use the funds. Senator Perabo remarked this does not seem to be the way the University should make decisions about academic programs or should at least not be the entire basis for the decision making. Parliamentarian Lauer remarked that he found it troubling that the President suggested playing a little semantic game and calling the department English and Foreign Languages in order to work around the specifications of the bequest; he found that idea ethically problematic at best. Senator McIlvaine-Newsad recalled that someone clearly says on the closed session recording, "We need that \$5 million." Senator Allison pointed out that someone also says that WIU needs to be very careful about the Crime Lab, which seems to indicate that if a program is in an area to which someone has given money, somebody may look out for that area if they cannot find a way to work around it.

Senator Boynton told senators that History professor Rich Filipink is making transcripts of the closed session recordings and asked when those will be available. Dr. Filipink replied that the first one is complete but being finalized, and he is working on the second one. Senator Boynton remarked that when she listened to the recordings, she did not know who was speaking. Chairperson Pynes remarked that this is why it is important to attend BOT meetings. Senator Boynton asked if the transcripts will indicate who is speaking; Dr. Filipink replied that they will. Senator Allison found it disturbing that the recordings frequently referred to programs "getting whacked," and she hopes the transcript will use that exact wording.

Chairperson Pynes recalled that at 20 minutes after the hour, in a discussion of the Athletics budget, Trustee Lester remarks that there are surely 1,000 FTE students at WIUQC, but it is not close to that this year. Chairperson Pynes thinks a chart needs to be created showing FTE for the campuses and provided to the Trustees because they seem to have an inability to understand how the University functions, where things are, and what the budget is. He finds it really scary that Budget Director Trepac told Trustees on the June 7 recording about enrollment declines of 20-30 percent but in the presentation to Faculty Senate reductions were only projected at eight percent. Senator Allison said this raises the question again of whether there are more layoffs coming. Associate Provost Morgan reiterated that there are no current plans for further layoffs.

C. For the Good of the Body (*Reordered*) – None

Motion: To adjourn (Boynton)

The Faculty Senate adjourned at 6:00 p.m.

Susan Czechowski, Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary