

WESTERN ILLINOIS UNIVERSITY FACULTY SENATE

Regular Meeting, 23 April 2019, 4:00 p.m.

Union Capitol Rooms/WIUQC Complex 2203

ACTION MINUTES

SENATORS PRESENT: M. Allison, E. Asare, B. Bellott, V. Boynton, S. Cordes, S. Czechowski, 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: Billy Clow, Interim Provost; Ilon Lauer, Parliamentarian

SENATORS ABSENT: G. Delany-Barmann

GUESTS: Brad Bainter, Victoria Baramidze, Tom Blackford, Angela Bonifas, Amy Carr, Ranessa Cooper, Drew Donahoo, Liz Duvall, Tara Feld, Jack Elfrink, Rich Filipink, Anita Hardeman, Sarah Haynes, Kishor Kapale, Peppi Kenny, Jim LaPrad, Angela Lynn, Colton Markey, Sue Martinelli-Fernandez, Rose McConnell, Nathan Miczo, Kristi Mindrup (via teleconference), Moises Molina, Mark Mossman, Russ Morgan, Rich Musser, Jill Myers, Kat Myers, Lorette Oden, Becky Paulson, Luciano Picanço, Bill Polley, Renee Polubinsky, Joe Rives, Paul Schlag, Eric Sheffield, Darcie Shinberger, Erin Taylor, Jack Thomas, Sam Thompson, Letisha Trepac, Ron Williams

I. Consideration of Minutes

A. April 9, 2019

- Senator Dimitrov remarked that at the top of p. 7, Chairperson Pynes discusses the previous merger of faculty from Philosophy with the Department of Mathematics to create the new Department of Mathematics and Philosophy. Chairperson Pynes in that paragraph stated that “fortunately the Department of Mathematics was kind enough to let the philosophers join them, and he thinks it has worked out well.” Senator Dimitrov related that Chairperson Pynes also said there may also have been concerns among departments that layoffs may be made according to seniority, and philosophers may have had more seniority than others already in the discipline. According to the minutes, Chairperson Pynes remarked that “in some cases taking in faculty from another department may contractually mean the new faculty would be more senior to some of the original faculty in that department/discipline.” Senator Dimitrov related he spoke to several of his colleagues who asked him to “set the record straight,” so he went back to look through those records.

Senator Dimitrov related that the Math Department minutes from Friday, April 15, 2016 reflect that after much discussion a motion passed with unanimous consent; the resolution was that faculty in the Department of Mathematics “welcome a closer relationship with our colleagues in the Physics Department, and we hope the details of the merger relationship can be further worked out as there are a multitude of questions.” Senator Dimitrov related that the next set of minutes is from August 31, 2016, where it shows that former Department of Mathematics Chair Iraj Kalantari welcomed the philosophers to the department. He said that while he would like to set the record straight, this is the only record, and there are several opinions about what actually happened between these two meetings. Senator Dimitrov would like the Senate minutes to reflect that what Chairperson Pynes stated at the April 9 Faculty Senate meeting was his personal opinion. Chairperson Pynes admitted that he was not in any of the Math Department meetings; he knows there was a vote to move Physics, but Summer 2016 was a strange summer, and that department did not move. Senator Dimitrov reiterated that he would like to have the Senate minutes be a little more explicit in noting that the statements made by Chairperson Pynes reflect his personal opinion. Chairperson Pynes said he has no problem with that.

- On the bottom line of page 3, “he” should be changed to “she.” (Allison)

- On page 5, in the 4th line of the second paragraph, remove the extra “an” before “also an issue.” (Boynton)
- On page 7, during the SGA report Mr. Markey told senators that “voting began yesterday, and in the first 24 hours SGA saw 2,400 votes cast.” He corrected that this should have been 400 votes. Mr. Markey said he also stated (on page 8) that “SGA plans to create a Faculty-Senate Round Table,” but he should have said “Faculty-Student Round Table.”
- Senator Allison remarked that #6 on page 3 of the Executive Committee minutes states that WIU had more program eliminations than other state university according to a chart prepared by a department chairperson. She wonders if there is a way for Faculty Senate to “drill down” on that data. She added that part of her question regarding drilling down on what is happening in the state relates to what is happening in Wisconsin where they moved to eliminate programs but then reversed their decision, but because their reversal came so late, people had already left and programs there may be killed. She would like to see a committee look at what is happening at places like that and compare it to what is happening in Illinois. Chairperson Pynes related that, unlike WIU’s programs which are reviewed based on number of graduates, Stevens Point used a mechanism to review programs based on the declared majors of incoming freshmen. He added that the chart prepared by the departmental chairperson at WIU looked only at number of programs eliminated at universities in Illinois. Senator Allison wonders not only what is happening at other places in the state but also what happens when eliminations are put forward and then reversed. She believes Stevens Point is an interesting case study in this. She thinks it would be interesting for a committee to look at the issues raised in #6 of the Executive Committee minutes, even though she will not be on Faculty Senate next year.
- Senator Rahman noted that #11 on page 4 of the Executive Committee minutes related that ExCo discussed whether to upload all Senate packets to a team drive. She had thought this was because the Quad Cities senators did not always receive their packets on time, but the minutes did not mention the Quad Cities. Chairperson Pynes replied that the discussion regarding electronic documents is independent of the Quad Cities senators; he thinks their packets were delivered but did not get in senators’ hands in an appropriate amount of time. He related that this question is raised occasionally; it came up in 2015-16 when former Senator McNabb requested electronic packets. Chairperson Pynes observed that some people think it is easier and saves money to send Senate packets electronically, but it is unclear whether that is appropriate in all cases and could push the cost of Senate business onto departments.

MINUTES APPROVED AS CORRECTED

II. Announcements

A. Provost's Report

Interim Provost Clow made the following announcements:

- The service recognition ceremony will be held at 6:30 tonight in the University Union.
- Music professor James Romig is the first every Pulitzer prize nominee from WIU in music composition, which is very impressive. Interim Provost Clow recommends that everyone listen to his composition online because it is a great piece of music.
- A tree planting and memorial ceremony will be held at 4:30 today to recognize students that have passed away while attending WIU. Parents and family members are invited to the ceremony. After the ceremony concludes, Interim Provost Clow and President Thomas will return to the Faculty Senate meeting.

Senator Czechowski asked if the Pulitzer nomination will be highlighted on WIU’s homepage; Interim Provost Clow replied that he hopes so because that would be a great thing to put on there. Senator Czechowski observed that sometimes great things happen at WIU but they do not appear

on the homepage. She said one example is that WIU is a top Fulbright university. She wonders if good news like this can be pushed up; Interim Provost Clow promised to make that suggestion.

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

Mr. Markey announced that SGA elections have wrapped up. There were 1,100 votes cast, the second highest participation in SGA election history. Senators At-Large for next year will be Tyler Pradin, Nathan Clark, and Payton Muhs; Justin Brown will return as student Trustee; Mr. Markey was elected SGA President for next year; and Daria Levchenko will be SGA Vice President.

Current SGA President Grant Reed presented his State of the Students address yesterday. Mr. Markey said that it has been posted on the WIU facebook page.

Chairperson Pynes asked if it has been determined who next year's SGA representative to Faculty Senate will be; Mr. Markey replied that it has not. He added that this is determined by an application process which is open to the SGA Cabinet. Chairperson Pynes congratulated Mr. Markey on his election as SGA Chair, adding that he expects he will enjoy attending Board of Trustees (BOT) meetings and giving the SGA report at them.

C. Other Announcements

1. President Jack Thomas

This item was postponed until President Thomas's return from the student memorial ceremony.

Chairperson Pynes announced that in the recent University Personnel Committee election only one petition was submitted from the College of Arts and Sciences. Tom Blackford, Mathematics and Philosophy, will fill that position beginning Fall 2019 for a three-year term. Faculty in the Colleges of Business and Technology and Education and Human Services did not submit petitions, so an effort will be made to fill those vacant seats at the beginning of the fall semester.

Chairperson Pynes announced that a memorial tree planting to recognize faculty and staff who passed away during the current academic year will be held at noon on May 7. There were no memorials for faculty this year.

Senator Boynton announced that the Faculty Senate Chair, Christopher Pynes, won the College of Arts and Sciences award for service this year, and the Senate Vice Chair, Heather McIlvaine-Newsad, won the award for research and scholarly activities. CAGAS Chair Rich Filipink was named the Hallwas Lecturer at the ceremony; he will deliver his address on September 11 and 12, 2019. Senator Boynton also announced that Senator Bellott had two of his mentee students win the Teeter award for outstanding undergraduate research, so Faculty Senate was well represented.

III. Reports of Committees and Councils

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

1. Curricular Requests from the School of Music

a. Request for Change of Option

i. Bachelor of Music – Applied Music Option

CHANGE OF OPTION APPROVED

2. Curricular Requests from the Department of Mathematics and Philosophy

a. Request for New Minor

- i. Applied Mathematics

NEW MINOR APPROVED

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

a. Request for New Course

- i. GIS 302, GIS Software and Scripting, 3 s.h.

NEW COURSE APPROVED

4. Curricular Requests from the Department of Economics and Decision Sciences

a. Request for Change of Major

- i. Business Analytics

Senator Allison asked about the addition of the 0 s.h. course DS 197, Skill & Portfolio Development. Interim Chair for the Department of Economics and Decision Sciences Tara Feld explained that the course was modeled after an existing course, ECON 197, with the same title, which is being cross-listed with DS 197. She stated that students do not pay tuition for the 0 s.h. class but they are expected to meet once a week for 45 minutes with a faculty member who talks about careers, professional development, putting together a portfolio, and future internship and employment opportunities. Senator Allison remarked that she thought 0 s.h. courses were usually for assessment and not offered at the 100-level. Dr. Feld responded that this course will also be used for pre-assessment while DS 497, which is also 0 s.h., will be used for post-assessment; the courses are also used for checking on portfolios and exit surveys. Senator Allison wonders how common it is for a department to have two 0 s.h. courses bracketing one another. Chairperson Hardeman replied that this is one of the few that she has seen, but if Senator Allison wants to ask about its fitness for assessment that would be a great question for the individuals who oversee assessment for the University. Regarding other 100-level 0 s.h. courses, Dr. Hardeman pointed out the School of Engineering brought one through last year or the year before that was intended to make sure their freshmen students were meeting regularly and pursuing the objectives of their careers, which is the same kind of professional category as DS 197. She added that these courses are intended to motivate students without causing them unnecessary financial burden. Dr. Feld related that this type of course has been offered in Economics for ten years, and since that is the sister program for Business Analytics they wanted do the same in this major. She stated the course is intended to fix weaknesses before students enter their internships or go into the job market. Dr. Feld thinks ECON 197 has been a good tool to encourage more student engagement activities; for instance, during the class students skype with alumni in different career paths so that they can know what some of their options are because they are so broad. Senator Allison explained that she does not question the value of the course but of the 0 s.h. Senator Boynton asked if the reason DS 197 is showing up on the request form as a new course is because it was newly cross-listed with ECON 197; Dr. Feld confirmed this is correct.

CHANGE OF MAJOR APPROVED

Motion: To reorder the agenda to consider COMM 333 next (McIlvaine-Newsad/Boynton)

MOTION APPROVED UNANIMOUSLY BY VOICE VOTE

IV. Old Business (Reordered)

B. Request for New Course from the Department of Communication

1. COMM 333, Rick & Crisis Communication, 3 s.h.

Chairperson Pynes expressed his thanks to everyone who worked in a collegial way to resolve their differences regarding this course proposal. Senator Rahman pointed out a typo in the course title which will be corrected before it goes forward to the Interim Provost for approval.

Motion: To approve COMM 333 (McIlvaine-Newsad/Franken)

MOTION APPROVED 19 YES – 0 NO – 0 ABSTENTIONS

III. Reports of Committees and Councils (Continued)

B. Senate Nominating Committee (Ginny Boynton, Chair)

1. Faculty Nominations

UNIVERSITY COUNCILS AND COMMITTEES:

Distinguished Faculty Lecturer Selection Committee

Rajeev Sawhney, Management/Marketing replacing Chandra Amaravadi 22 B&T

AD HOC COMMITTEES:

Educational Innovation Task Force, led by Interim Associate Provost Mossman. The charge of this task force is “to increase the number of undergraduate and graduate weekend courses, hybrid programs, and high school dual enrollment.”

- Hal Marchand, Health Sciences and Social Work
- Andrea Alveshere, Sociology and Anthropology
- Elgin Mannion, Sociology and Anthropology

Cooperative and Experiential Education Task Force, led by Interim Associate Provost Mossman and Vice President Williams. This task force is charged to “develop and pilot the University’s new cooperative education program in Engineering, Engineering Technology, Human Resource Management, and Supply Chain Management, and to assist with Handshake, the University’s new mobile device for Career Services.”

- Barton Jennings, Management and Marketing
- Blair McDonald, Engineering
- Il-Seop Shin, Engineering

Distance and International Education Task Force, led by Interim Associate Provost Mossman. Its charge is “to increase distance education opportunities and enrollment, create more online and hybrid opportunities, and reverse the trend of declining international student enrollment.”

- Tim Roberts, History
- Yu-Ping Hsu, Engineering Technology
- Christine Anderson, Curriculum and Instruction
- Scott Walker, Law Enforcement and Justice Administration
- Christopher Morrow, English
- Elgin Mannion, Sociology and Anthropology
- Andrea Alveshere, Sociology and Anthropology

Year-Round Recruitment, Retention, and Marketing Task Force, led by Vice Presidents Williams, Rives, and Bainter. The charge of this task force is to “increase spring and summer new student enrollment.”

- Bill Thompson, University Libraries
- Chris Carpenter, Communication

Enrollment Forecasting and Reporting Task Force, led by Vice President Williams and Interim Vice President Polley. Its charge is to “continue the work of the Student Cost Task Force; forecast continuing and re-admitted student enrollment to set new student enrollment targets; develop reporting templates for both duplicated and unduplicated enrollment to document how and where students are served; and monitor the effect of new financial aid programs on student recruitment and retention.”

- In Lee, Computer Sciences
- Anna Valeva, Economics and Decision Sciences

University-Wide Technology Solutions Task Force, led by Interim Vice President Polley and University Technology Interim CIO Rebecca Slater. The charge is to “focus on enterprise-wide infrastructure and applications, including the deployment of distributed information systems to support decision making.”

- Steven Dworkin, Psychology
- George Mangalaraj, Computer Sciences

University Communication and Collaboration Task Force, led by Vice President Rives. This task force will, with other task forces, “develop communication updates, explore opportunities for university-wide input, and document results of this process for the WIU community and for the University’s accreditation self-study.”

- Mark Bernards, Agriculture

Senator Dimitrov asked when the Enrollment Forecasting and Reporting Task Force was announced. Chairperson Pynes replied that the Senate Recording Secretary sent out an email to the Faculty Senate listproc asking for volunteers. He added that names can continue to be added to the committees. Chairperson Pynes thanked the Senate Nominating Committee for getting volunteers and Ms. Hamm for sending out the email soliciting expressions of interest. There were no further nominations, and the slate of candidates was declared elected.

C. Council on Campus Planning and Usage (CCPU)
(Erin Taylor, Chair)

1. Report on Space Needs Survey

Dr. Taylor told senators the survey did not really give CCPU any information; they mostly learned about problems in buildings that they already knew about, so it is important to continue to push for funding for deferred maintenance so that Facilities Management can continue to fix these issues. Senator Allison related that when she received the survey she started it and then decided she did not want to answer it because she had no faith anything

was going to change. She asserted that everyone works in buildings that are falling apart and are told there is no money to fix anything, so she had no motivation to complete the survey. She observed that Simpkins Hall hardly shows up in the survey results, so she suspects participation from her cohort was low. Dr. Taylor replied that participation was low overall, with only 29 percent of full-time faculty responding to the survey. She added that this is a limitation of survey research in general. Senator Allison does not know if there is any way to convince her that there is a reason to participate in this survey; she knows what the problems are in Simpkins Hall and thinks that Facilities Management also knows, so she did not fill out the survey. Chairperson Pynes asked if Senator Allison knows who her building representative is because that is someone to whom she could tell the problems with her building. He related that President Thomas at a recent BOT meeting announced that there is a capital bill, so the University will hopefully be getting more capital budgets in future. Chairperson Pynes remarked that it may seem like nothing will happen because WIU has \$4 million in deferred maintenance, but if the University were to receive \$10 million it would go where the problems have been reported to be. He added that faculty have a duty to help Facilities Management because they are not in every building and want to know where the problems are.

Senator Boynton thanked CCPU for conducting the survey; she thought it provided a lot of potentially useful information. She would hope that when decisions are made they take into account that both Currens and Waggoner have issues with mold, which is a serious health issue. She hopes that health issues that affect faculty, students, and staff are prioritized over some other issues when money does become available.

Vice President for Administrative Services Bill Polley told senators that he will be attending a meeting in Chicago on Thursday, April 25 about the capital bill in Springfield. He said there are questions regarding how much it will be and what kinds of priorities the state will give to different projects. He related that a lot of people want mainly horizontal investment for roads, bridges, and those sorts of projects, and there has not been as much support for vertical investment, such as buildings. Vice President Polley assured senators that the administration plans to push very strongly on Thursday when they meet with the Governor to make sure he knows about WIU's needs. He explained that capital needs flow into four broad categories that will be discussed on Thursday: 1) things that have been appropriated but not yet released, such as WIU's Center for the Performing Arts; 2) things that have been on the priorities list, sometimes for many years, such as the Science Building and the planned renovations of Tillman and Horrabin Halls; deferred maintenance over and above the funds already allocated this past year; and 4) more money for emergency types of items. Vice President Polley stated that this year WIU received \$9.5 million that was used for three projects – roofs, chillers, and piping. Those projects are now being bid, and selections are being made for architectural and engineering firms to get those started by the end of this year or early next year. Vice President Polley hopes that WIU may get more money very soon for emergency maintenance; Simpkins Hall is on this list. He stated that the Illinois Board of Higher Education (IBHE) prioritizes all state emergency needs, and the next big project that WIU would undertake if the University receives any money for emergency needs will be electrical, which is something that is needed campuswide.

Senator Allison has not heard anything for about a year regarding the renovation of Simpkins Hall to accommodate the move of the Honors College. She asked where that project stands. Vice President Polley responded that identification of funding is one of the big issues. He agrees that there are some real building issues with Simpkins, and if the state goes all the way down the list for emergency funding the University would like to take care of those things and raise external money for the interior of the building.

Parliamentarian Lauer asked if WIU conducts post-assessment after work is done by particular contractors; Vice President Polley responded he does not think in the past the University has done anything similar to this. Parliamentarian Lauer asked if the upper administration receives any complaints about jobs done by particular contractors; Vice

President Polley responded affirmatively, adding that informally there are a couple of things that they definitely know about. Parliamentarian Lauer asked if a list could be developed so that contractors who have had complaints made against them in the past could not be considered for future projects. He remarked that issues can sometimes be forgotten and different people are in positions to make those determinations, so he thinks it would be good to have a more formal institutional memory. Vice President Polley stated that Facilities Management and Purchasing are aware of these issues and take these things into account, even if there is not a formal mechanism.

Chairperson Pynes asked if the mold issues in Waggoner and Currens Halls are correlated with roof issues. Vice President Polley responded that any time there is mold infiltration into the walls, it is critical. Chairperson Pynes asked if those two buildings are ones whose roofs will be worked on with part of the \$9.5 million deferred maintenance funding. Vice President Polley replied that the flat part of the Simpkins Hall roof is one area that will be addressed with that money. He explained that beyond roof work, there needs to be work done on masonry and tuck pointing because if both are not done it will not solve the problem. He hopes the state will give WIU money to get further down the list as well.

Chairperson Pynes reiterated that it is part of everyone's responsibility to give the administration the best information possible so that they can advocate on the University's behalf. Senator Allison expressed her agreement but thinks perhaps the survey needed more of a banner explaining that the information was really needed. She qualified that she is not complaining about the way the survey was conducted but said she felt no urgency to complete it. Dr. Taylor stated that the survey is not conducted annually by CCPU but was done because of a request by the Executive Committee last year.

NO OBJECTIONS TO THE REPORT

D. Budget Transparency Committee (BTC)

1. Budget Transparency Committee Response to the WIU Cost Expenditure Comparison

Senator Perabo stated that the members of the Budget Transparency Committee – Senators Zbeeb, Delany-Barmann, Macchi, Czechowski, and Perabo – unanimously supported the report. Senator Perabo related that the BTC members wanted to come to a clear understanding of the Executive Committee report, and this process took some time. She said BTC members were concerned to represent faculty interests on both campuses. The major recommendations on pages 2-3 of the report have to do with additional reporting on budgetary issues. Senator Perabo told senators that the Committee wants to stress that this is a long-term issue; the report asks the administration to generate the same data for the coming year and for future years and to take steps to begin generating a balance sheet broken down by campus on an annual basis.

Senator Perabo related that the Budget Transparency Committee is pleased that ExCo drew attention to this issue but had some disagreements among its constituents with the tone and tenor of the ExCo report. She said the Committee thinks this is important data to generate and to continue to look at in the coming years, both in terms of the expense analysis and the balance sheet. She said BTC does not want to add to the uncertainty of everything that is happening at WIU by casting doubt on whether the Quad Cities campus will continue to operate because that is not something that is up for debate. BTC instead wants to look at the long-term future and long-term funding of WIUQC in order to have a clear understanding of what criteria constitutes a successful campus in the Quad Cities. Senator Perabo stated that the Committee understands that some criteria were laid out a long time ago, such as the goal for 3,000 students, and if these are no longer to be the criteria, BTC wonders what the new criteria will be and the appropriate method for analysis of these criteria. She pointed out that the answer may be that there are no criteria; a university may have low numbers of students and still have a campus, but if this is the answer then it needs to be articulated because this is not an issue that is going to go away.

She thinks the administration may say that they would never consider closing the Quad Cities campus, no matter what, just as they would never consider closing the Macomb campus, no matter what.

Senator Perabo related that the main goal of the BTC report, and the ExCo report as well, was to emphasize the shared nature of the struggles that both campuses are undergoing. She said historically there has been the impression that the Quad Cities campus is doing great and the Macomb campus not so great, and the Committee feels this is an important correction to that impression.

Senator Dimitrov pointed out that the BTC report states on page 6 that the issue of the layoff of a Quad Cities recruiter “was resolved during the 3/26 Senate meeting,” but he thinks it was discussed but not resolved. He does not think Faculty Senate can resolve issues like this. Chairperson Pynes explained that the position was not eliminated; someone with more seniority bumped the previous employee out of the position, and a new employee will be continuing to do the recruiting. Senator Perabo stated that the original concern was that a foundation-funded position was being eliminated. Chairperson Pynes added that generally the Office of Human Resources oversees the bumping process, and everyone has to trust that they are doing it appropriately. He added that those types of discussions are generally not held at Faculty Senate, but Senator Zbeeb had been confused about the nature of the process and had thought the position was being eliminated. Senator Dimitrov suggested that perhaps the report should not use the word “resolved.” Chairperson Pynes suggested that perhaps it could be replaced with “explained.” Senator Dimitrov agreed with this suggestion, or alternatively suggested using the word “discussed.”

Senator Boynton remarked that the first recommendation on page 4 states that “The BTC continues to recommend that the administration make public the criteria used to determine the 2015, 2018 and 2019 layoffs.” She asked if there is any sign that this will ever happen, noting that Faculty Senate was promised this criteria a year ago. Senator Perabo replied that she would have to say no; she has received no explanations. She added that BTC would have spent more time working on this if they had not had the Quad Cities issue to address this semester. Senator Boynton asked if there is something that Faculty Senate can do to get these criteria. Chairperson Pynes responded that President Thomas will be back to talk to senators later today, and Associate Provost Russ Morgan, who is the contract negotiator, may be able to provide the general criteria.

Associate Provost Morgan stated that there were three rounds of layoffs over the last four years. He recalled that for previous rounds of layoffs, former Interim Provost Neumann provided a document to Faculty Senate and to UPI that described the process for internal layoffs, which was similar to that used for the most recent round. He stated that sometimes the layoffs were based solely on enrollment, while other times they were tied to program eliminations; other considerations included how programs contributed to General Education or provided courses that were required by other majors. He added that in some cases positions were eliminated even though programs were not eliminated; in the first round of program eliminations in Spring 2016, there were no position eliminations. Chairperson Pynes stated that this is inaccurate since Abe Graber was laid off from Philosophy/Religious Studies in Spring 2016 because of program eliminations, and there were other faculty laid off that year. Associate Provost Morgan said he thought Dr. Graber’s layoff was not related to an enrollment issue, but Chairperson Pynes replied that Dr. Graber’s letter said that it was because of a program elimination. He added that at the time, Philosophy’s majors had increased, and they had seen an increase in student credit hour (SCH) production because of hiring Dr. Graber a year earlier, so Philosophy’s numbers were up, but the program was eliminated regardless. [After looking back at the layoff notification and timelines for program eliminations from Fall 2015 and Spring 2016, Chairperson Pynes agrees with Associate Provost Morgan’s assessment that the layoff notification and justification was prior to and independent of the program elimination.]

Senator Perabo observed that this seems to be rather a vague response since the layoff criteria for various faculty members in different departments would have different dates and numbers associated with them. She recalls Faculty Senate questioning former Interim Provost Neumann about these criteria last fall, but she does not recall seeing any document remotely like what Associate Provost Morgan described. She recalled that Faculty Senate expected to receive clarification at a meeting in late October or early November 2018 but did not receive it. Senator Perabo recalled that the Senate asked former Interim Provost Neumann for this clarification again sometime in November 2018 but, again, no clarity was provided. Associate Provost Morgan offered to provide the document from a couple of years ago; Senator Perabo replied she would be glad to see it. Chairperson Pynes believes most people would like to be able to say "This is the criteria. Can the administration reengineer the layoff decision that they engaged in?" He added that if the administration is incapable of a rational reconstruction of the data and layoffs, things get strange and people do not trust the process.

Senator Allison also recalled that Faculty Senate asked repeatedly for this information from former Interim Provost Neumann and did not receive it. She recalled that the Department of English asked for the criteria in a department meeting because of the seven layoffs in their department but also did not receive it. She noted that it can now be seen from documents from last June obtained under the Freedom of Information Act (FOIA) that the Department of English was specifically targeted; the layoffs that English experienced with Unit A and B faculty does not seem to correspond with a drop in enrollment that they are able to track. She noted that those who were laid off were writing instructors, and those classes fill, so English is puzzled. Senator Allison acknowledged that these decisions precede Associate Provost Morgan but added that the Department of English would still like to know the reasons behind these layoffs; English does not want the information from two years ago, although other departments do, but specifically from July 1, 2018.

Chairperson Pynes stated that probably the best way for Associate Provost Morgan to proceed would be for him to provide the information regarding the layoffs to the Budget Transparency Committee so that they can bring it to Faculty Senate rather than try to handle this issue on the floor at today's meeting. He thinks this would be a natural place to start this discussion, adding that this committee is made up solely of senators, and they have been asking for the information. Senator Allison recalled that Faculty Senate was told this information would be provided to the Senate. She noted that her term on Faculty Senate is ending, and Faculty Senate was told in November 2018 that they would receive this information and did not get it.

Senator Allison remarked that the top of page 3 of the BTC report states that "the BTC does not recommend adding to the uncertainty over WIU's future by casting doubt on whether the QC campus will continue to operate." Senator Allison absolutely agrees that the future of the Quad Cities campus should not be cast into doubt. What Senator Allison finds interesting when talking to people in Macomb who are not part of the University is their panic that the Macomb campus will be shut down and everything moved north because WIUQC has two new buildings. She stated that this illustrates that this issue is not one-way but that fears exist on both sides. Chairperson Pynes also gets this question a lot; whenever anyone asks him this, he asks them what the last time was that they were at the Quad Cities campus because WIUQC does not have the capacity to take over all of WIU. He stressed that the Executive Committee never suggested WIUQC should be closed; that was misconstrued. He added that a newspaper editorial also argued that WIU should be located in the Quad Cities, but nobody on the Macomb or Quad Cities campus is advocating for this. He said the Executive Committee was advocating for clarity in the budget and an evaluation of how scarce resources are allocated now and should be allocated in future in terms of declining enrollments and budgets – NOT that the Quad Cities campus should be closed.

Chairperson Pynes asked Quad Cities Senator Zbeeb if he had any additional comments regarding the BTC report; he did not. Chairperson Pynes thanked the BTC, adding that he thinks this inaugural report is a standard that can be built on. He has asked Senator Perabo to consider running for BTC Chair again for next year because he thinks continuity on this new committee would be useful.

NO OBJECTIONS TO THE REPORT

II. Announcements (Reordered)

A. Other Announcements

1. President Jack Thomas

President Thomas returned to Faculty Senate from the memory tree planting, which he told senators is a very sad occasion. This year WIU representatives and students' families recognized the loss of two of the University's students. President Thomas stated that the University keeps those students and their families in their thoughts and prayers. He thanked senators for all that they do for the University, adding that he always looks forward to talking to them about their issues and concerns.

President Thomas told senators that Springfield announced a capital budget this year for the first time in over a decade. The WIU administration appreciates Governor Pritzker and others in Springfield who allowed for this to occur. President Thomas will meet before the House on May 2 and before the state Senate on May 9; he said these are late dates, and there has not even been a budget hearing held yet. He invites faculty and staff to come to the hearings.

President Thomas received information from Chairperson Pynes yesterday regarding the Provost search. He promised to go through that information and make a decision after background checks are completed. He has asked Interim Provost Clow to start the search process for deans for the Colleges of Business and Technology and Education and Human Services.

Purple and Gold Day is tomorrow (April 24) where everyone is asked to give to the University. President Thomas expressed his appreciation to those who provide financial support to WIU. Tonight at 6:30 is the recognition honoring employees for their years of service.

President Thomas acknowledged the difficult decisions that have had to be made due to the decrease in revenue from low enrollment, the FY 16-17 statewide budget impasse and its aftereffects, and the reduction in the workforce between FY 15-19. He stated that, in order to make sure that WIU is ready for its Higher Learning Commission reaccreditation, the administration had to make sure that the University was guided by the principles that it has to follow. He said that WIU continues to be guided by the vision, mission, and values articulated in Higher Values in Higher Education, based on the University's portfolio and areas of strength. He stated that other guiding principles include aligning the University with enrollment and finances, minimizing the number of faculty that are laid off, providing a four-year undergraduate experience while utilizing distance education, and strategically reducing expenses in order to reinvest in high growth areas.

President Thomas told senators the number of civil service employees were reduced 21.8 percent from 2014-18, the number of administrators was reduced 18.4 percent, and the number of faculty was reduced by 16.7 percent. He stated that, as the administration has operated under these guiding principles, the University has achieved savings through attrition, which is continuing; position reductions and leaving positions vacant; and other cost saving measures. The President told senators the administration was charged by the Board of Trustees to make additional significant adjustments to reduce the University's

budget expenditures; the administration was asked to look at every area possible on both campuses. He said the proposed budget reductions for 2020-21 in Personnel are \$3.6 million for UPI-supported faculty and administrative support professionals, including the June 2018 and March 2019 layoff notices, and \$3.4 million reductions in civil service and administrative positions. He added that approximately \$350,000 in cost savings is expected to be realized in FY 19, and a savings of an estimated \$9 million in employee retirements and resignations. President Thomas told senators that operating reductions are projected at \$3.2 million. He announced that total projected savings for FY 20 stands at \$17.7 million and for FY 21 at \$1.6 million. President Thomas acknowledged that WIU's current fiscal outlook remains challenging, but said there are indicators that spending reductions have begun to have a noticeable effect. He stressed that the University will need to continue to hold spending as well as hiring, looking only at essential positions since the University still carries a deficit. President Thomas announced that p-card restrictions will continue, as well as vice presidential approval of expenditures of \$200 or more. He stressed that these actions must be taken in order to continue to meet payroll and move the University forward.

President Thomas told senators that no additional layoffs are being considered. He stated that the administration thinks they have made those reductions that were needed to move WIU forward, and said they will continue to do that. He said Interim Provost Clow has been taking some individuals off of the layoff list based on recent retirements and vacancies, and the administration is looking very closely at program eliminations as well.

President Thomas related he spoke at the BOT meeting about the eight new task forces, all of which are in support of enrollment growth. He said it has been brought to his attention that individuals would like to see the administration take a reduction as well as the faculty, so the vice presidents have agreed to take a two percent reduction in their overall salaries. The administration plans to talk to other members of the administration about this as well. He stressed that everyone has to share in sacrifices, and the administration wants to make sure that all are doing that. The President acknowledged that this has been a very challenging year but thinks that things are in place to enable WIU to turn the corner, which is the reason he created the eight task forces. He stated that the task forces will discuss what WIU will look like in the next five to ten years and beyond. He added that all of the WIU governing bodies will be involved in the task forces, including the Chair of the Faculty Senate, because the administration wants broad input. He does not want the task forces to take a long time but to move forward and make plans that everyone can live with.

Senator Tasdan heard President Thomas was in Washington, D.C. to visit embassies, but he did not see Saudi Arabia on the list of embassies that was visited. He observed that WIU has been losing students from Saudi Arabia, who used to come in large numbers. He has heard this is because of some sort of ranking for foreign schools and that Saudi Arabia will not send students to any institution outside of this list of 400. Senator Tasdan recognizes that WIU may not be in that world ranking but pointed out that some areas at WIU are in the top 20-50 in the country, and he wonders if the administration plans to address this with Saudi Arabia. President Thomas acknowledged that he visited a number of embassies based on a list developed by Jeff Hancks, Executive Director, and Christie Carmack, Program Coordinator of the School of Global Education and Outreach; Dr. Hancks and Ms. Carmack also called embassies, some of which were able to meet with the President and some who could not. He told senators that the administration has been addressing the challenges of what is coming out of Washington; some foreign countries, for instance, have pulled their students out of the United States entirely and are no longer sending them. The President said WIU representatives are reaching out to certain embassies to try to do more recruiting, and he acknowledges that WIU used to have a lot of Saudi students.

President Thomas said the other issue is that students are experiencing difficulties having visas approved, which is causing serious challenges for other institutions as well as for WIU; students are sometimes issued temporary visas and then have to return to their home

country before being approved to come back. President Thomas told senators the University is trying to put more memorandums of understanding in place to help address this problem, but some of the issues with visas are out of WIU's hands. Senator Tasdan asked if WIU's state senators can be contacted to see if they can help with this problem, perhaps by determining the special reason that the visas of potential students are being denied. President Thomas replied that this is possible, but there is only so much that can be done, adding that the problem is not confined to WIU. Senator Cordes remarked that he had thought that politics was the biggest issue affecting this problem, but he has lately heard in discussions with international distance educators that Canada and Australia are outpacing the United States in recruiting and that politics is not the problem anymore. He asked if President Thomas has also sensed that in speaking with embassies about why students are choosing countries other than the U.S. President Thomas replied that he has not sensed that at all because there are still a number of students that WIU is able to recruit. He added that WIU's main concerns are the countries pulling out because of what is coming out of Washington, D.C. and the visa problems. The President recalled that WIU at one time had an agreement with Thailand where their king paid for students to attend, but they are no longer doing that; there are a couple of similar arrangements now, but not as many as formerly.

Senator Perabo remarked that President Thomas said he received some guidance from the former BOT regarding the charge to reduce expenditures. She asked what guidance he has received from the recently appointed Board of Trustees, particularly regarding the elimination of tenured faculty. She recalled that the question of eliminating tenured faculty was raised by one BOT member at their last meeting, and a concern was expressed about making an effort to reassign these faculty to other areas of the University. President Thomas replied that he is just beginning to talk to the new Board. He stated that one Trustee has asked for this information, and a meeting has been set for May 7 to provide information on this particular issue, which is being gathered by Interim Provost Clow and others. He reiterated that when there have been retirements or vacant positions, Interim Provost Clow has been working to reassign tenured faculty from the layoff list. Senator Perabo asked if the May 7 meeting is with the Board of Trustees. President Thomas replied he is not sure if the date is May 7, and Interim Provost Clow could confirm only that the meeting is set for some time in the first part of May. Senator Perabo asked again if the meeting is with President Thomas and the full Board of Trustees. President Thomas clarified that it is not with the full Board but with a Trustee who asked for the information, although he also anticipates providing the information at a full Board meeting.

Chairperson Pynes related that President Thomas said that there are no additional layoffs needed, and there were savings of \$9 million in retirements and resignations. He pointed out that \$9 million is almost three times the amount of people laid off, but he does not know how much of that amount came from tenured faculty and whether that amount can cover the return of these faculty members. President Thomas stressed that the figure is an estimate and includes those employees who have retired or resigned their positions. He asked Budget Director Letisha Trepac to elaborate. Ms. Trepac asked if the question is whether the \$9 million in attrition savings can be used to avoid laying off tenured faculty. Chairperson Pynes replied that tenured faculty have been laid off three separate times: two faculty who were laid off in 2015/16 were given tenure after their layoffs were announced; nine tenured faculty were laid off last year, one of whom later resigned and the remainder of whom have two weeks left on their contract; and 18 tenured faculty were laid off recently. He thinks that if there is expected to be \$9 million in attrition savings, those 29 people with tenure could be reconsidered, given that tenure is one of the academic values that every university considers sacrosanct except in extreme cases. He wonders how much of the \$9 to \$9.5 million saved from retirements and resignations could cover the 29 tenured faculty who were laid off and who probably make about \$70,000 average each. Ms. Trepac responded that the problem is that all of this is factored into the total budget savings that the University needs to realize; it is not on top of that amount. Chairperson Pynes noted that President Thomas said that Interim Provost Clow is bringing some tenured faculty back from layoff because of this number. Ms. Trepac stated that the

President misspoke when he said this; the faculty being brought back are a result of newly found or identified retirements and resignations. Chairperson Pynes asked if this means that none of the people that were laid off with tenure have been recalled. Interim Provost Clow replied that at this point in time, the administration is still trying to figure out where they can do that, but there will definitely be some news on that soon.

Senator Maskarinec observed that the administration would have made an estimate about how many faculty retirements and resignations they could expect, so the question is how much of the \$9 million is the result of newly expected resignations and retirements. Interim Provost Clow replied that the number changes hourly; there were two more resignations and retirements today, so it changes quite often. Senator Maskarinec stated that the Faculty Senate position is that the administration needed to save a certain amount from retirements and resignations, and if they are seeing more than that Faculty Senate would like to see tenured faculty recovered from the layoff list. Chairperson Pynes agreed this is the exact sentiment of the tenured people that are around the table. Interim Provost Clow assured senators that every time the administration hears of a retirement or resignation, they see how it matches with those tenured faculty who have been laid off and what they can do to bring a faculty member back. Ms. Trepac added that some of the retirements and resignations are from positions that have to be refilled and cannot remain vacant.

Chairperson Pynes reiterated that everybody who is in a department where someone has been laid off wants to know from the Interim Provost and the President what criteria are being used to make these determinations and why the University is not protecting tenure. Chairperson Pynes said he would posit that one of the reasons the resignations are greater than were anticipated is because the University violated tenure by revoking it for reasons no one around the Senate table totally understands. He believes that if the University can recover some faculty laid off with tenure, it would significantly increase morale and make people outside the University know that WIU values tenure and is still functioning as a university. He reiterated that the President did say that the University was bringing some people back who were laid off with tenure. President Thomas responded that if he said that, he misspoke; he meant that the administration was looking at that because if there are vacant positions they do need to bring tenured faculty back if possible. Chairperson Pynes would like to see the tenured faculty laid off last spring, who have two weeks of employment left, considered to be brought back first. He observed that one of those faculty members is present as a guest at this meeting; Liberal Arts and Sciences faculty member Sarah Haynes added that she was laid off in 2015 as a tenured faculty member before being taken off the list then, as well as being laid off again last spring.

Senator Dimitrov stated that he has a question about the new task forces related to Senator Tasdan's earlier question about distance and international education. He observed that it is known that other universities are successfully recruiting international students; many universities, such as the University of Illinois-Urbana/Champaign and the University of Iowa, have a huge body of international students, so apparently for them recruitment of international students is possible. He wonders if the new Distance and International Education Task Force will study the best practices of these universities or whether this has already been studied by WIU. He wonders what structural changes might be needed to attract international students or whether WIU is just at the beginning of studying this issue. President Thomas replied that individuals have studied this issue but it has not been studied by a task force. Chairperson Pynes asked if the current Executive Director for Global Education and Outreach already understands how this works or whether WIU is behind the curve as an institution. Interim Provost Clow replied that, while he cannot speak for Executive Director Jeff Hancks, he does know that Global Education and Outreach has been working hard on the application process for international students and have streamlined how that process works. He added that faculty and senators have helped with some of this process because there was a backlog. He stated that there are over 400 acceptances for Fall 2019, but they are waiting for their visas to be approved, and it is unknown how many will end up getting through.

President Thomas explained that the second part of this issue has to do with agencies. He informed senators that some institutions have agencies working for them to recruit international students. WIU has some agencies as well, although President Thomas does not know the exact countries they are working with. Senator Dimitrov asked, with increased distance education opportunities and enrollment, whether WIU will offer a distance degree, particularly for those international students that have been accepted but do not obtain a visa. President Thomas responded that students can already take classes at a distance; WIU has 300 alumni in Seoul, South Korea alone. President Thomas took a degree some time ago to a student in Seoul who completed his degree entirely online and had never been in the U.S. Chairperson Pynes stated that there are a couple of things the University can do to help international students who are having trouble obtaining visas. He suggested the University could award them a scholarship, which helps them in their application and justification process, and the University can offer them a course that they can already take while waiting for this process to be completed. He stated that the realignment task force talked about this, and the Senate Executive Committee spoke about it with Dr. Hancks during a discussion about other ways the University might be able to help with the visa process. He suggested that the class could be offered to international students at zero cost or very inexpensively in order to help them justify why they should come to WIU since they have already, by taking this class, begun a degree program here. He thinks there are a lot of ways the University can try to figure out how to help students satisfy the process in order for both countries' governments to allow them to come to WIU, because it is a real effort, and WIU needs to have them here.

Senator Allison expressed her support for Chairperson Pynes's statements about the importance of tenured faculty and what happens when they are laid off. She wants to also comment, however, on what happens when the University lays off experts in their fields who happen to be Unit B employees. She pointed out that seven of the eight Unit B writing experts in the Department of English have been laid off; these are not only experts in teaching writing classes but those classes are also crucial for retention of students once they are here. She explained that these are small classes, and the faculty teaching them work very closely with students across the University; almost every faculty member teaching writing courses has one-on-one conversations with their students one to three times per semester, helping them navigate the University at large as well as helping them through their writing classes. She stressed that it is not only the layoffs of tenured professors that matter but faculty members with a particular kind of expertise, seven out of the eight of whom in her department were laid off.

Senator Zbeeb asked what the University leadership is doing in regards to obtaining different sources of funds other than state funds, such as support from wealthy individuals, non-profit foundations, or teaming up with local industries such as John Deere. He pointed out that Bradley University has this kind of relationship with Caterpillar. Senator Zbeeb recognizes that WIU has undergone layoffs over the last few years to save money and move forward, but he wonders what the University is doing about continued marketing and recruiting and what the plans are for these areas in the future. He understands that it is good to save money but is concerned about how the University plans to increase its enrollment. In response to the first question, President Thomas assured Senator Zbeeb that the University continues to seek donations from donors, for instance by going on visits to alumni in various places and meeting with donors. The President met with a donor who visited the WIU-Macomb campus the other day before he left for Washington. Vice President for Advancement and Public Services Brad Bainter stated that his office has a complete team of development officers working to raise funds for the University; each college has a development officer, there is one assigned to Athletics, there is a part-time development officer assigned to Student Activities, and there is one that works part-time in University Libraries while also working in the College of Education and Human Services. WIU also has a corporate relations officer, and Vice President Bainter personally visited the Caterpillar Corporation not long ago asking for support. Vice President Bainter admitted that foundations support is difficult if an institution does not have facilities in its

own community to support it, but efforts are being made, such as regular visits to State Farm and others to ask for support. He asserted that people do not want to give WIU money for its light bill or to keep its doors open; they mainly want to give money for scholarships and faculty support. He noted that his office has had almost a complete turnover in development staff over the last 14 months, and since giving is built on relationship building, they have had to start over with the new employees that they have now, who he believes are doing a great job.

Regarding Senator Zbeeb's second question about marketing and recruitment, President Thomas noted that a town hall meeting was held recently to discuss recruitment, retention, and marketing on campus, and a similar town hall was held for the Macomb community and resulted in a lot of good support. Chairperson Pynes pointed out that Vice President Bainter gives a report at every BOT meeting and does a thorough job of updating Trustees on the amounts that Foundations collects and the groups that they work with. He thinks most people forget how much work it takes to ask somebody for something and pointed out that the University has gone from a \$18 million endowment to \$60 million under Vice President Bainter's leadership, which is an impressive increase. Chairperson Pynes stated that people do not want to give money when they suspect that something is not working. He told senators they can learn a lot of information about these types of issues at the BOT meetings; if anyone wants to see which groups are giving to the foundation, they are listed in the Board book. Chairperson Pynes thinks the Foundations Office is functioning really well. Vice President Bainter stated that WIU hired a Director of Marketing 14 months ago; Suzy Pritchard came to the University with 19 years of experience in marketing and branding for Intel. Vice President Bainter thinks she is doing an outstanding job of marketing the University and helping WIU to move forward, in conjunction with the Admissions Office. He told senators that a lot of things the Marketing Director is doing are things they will not see because about 60 percent of the marketing budget is based on social media targeted to prospective students. He stated that the University also markets to a very diverse group of anyone from ages 16-106 because marketing must reach out to alumni as well as to prospective students in the state of Illinois as well as outside it. Vice President Bainter told senators that his office is about halfway through its rebranding effort; they hope to be able to take the results to the leadership team in a couple of weeks. He believes that rebranding is very important to positioning WIU for the future.

Senator Zbeeb remarked that the Budget Transparency Committee has discussed its concerns that the very old system used by Admissions is somehow affecting the way the University connects with prospective students. He noted that the School of Engineering purchased software from their foundation money to improve recruitment of students but it did not work with the current system in Admissions. He believes this is something that is very important in order for WIU to stay up-to-date and recommends that the University see what other institutions are doing in this area. Senator Zbeeb believes Admissions should keep track of any students they contact or who contact them; he noted that high school students visit WIUQC, but it is impossible to keep track of them. He also noted that there is a lot of advanced software available that other institutions are using to recruit more effectively, but WIU is not doing what other universities are doing in this area, and he wonders what the plan is for the future. Vice President Bainter replied that Marketing is very aware of what its competition is doing and where they are spending their money; they are aware that WIU has a ways to go to catch up on what other institutions are spending on marketing. He thinks Senator Zbeeb would be surprised at how far and how deep WIU does go in talking with prospective students and asked Vice President for Student Services Ron Williams to discuss that aspect further.

Vice President Williams told senators that Undergraduate Admissions includes a highly engaged group of people going beyond traditional high school and community college visits to connect via text and email in order to build relationships with potential students. He offered to email the Admissions communications plan to Senator Zbeeb. Vice President Williams told senators that Admissions is right on par with fall enrollments at this time, as of the report they do every Friday. He stressed the importance of retaining

this momentum for incoming freshmen. Senator Czechowski asked what “right on par” means in terms of numbers. Vice President Williams replied that 406 students have submitted housing deposits, which is one method used by Admissions for projections. This number is 1.5 percent up from Fall 2018. Admissions also uses Summer Orientation and Registration (SOAR) numbers for its projections; 493 students have registered for SOAR, which is 55 above where the University was at this time last year. Vice President Williams believes that if the University can keep the positive momentum going, positive things will happen for WIU. He related that he told the Board of Trustees that at the three campus visit programs – Experience Western, the Western Express, and Discover Western – people share that they have heard negative things about WIU but they are grateful that they visited in person because they get to meet people like those in this room who are active and involved in helping to recruit these students. Vice President Williams stressed that he did not intend to fault any media or individual about the negative press but rather to point out the positive interactions that occur during campus visits.

Regarding Senator Zbeeb’s concerns about the technology used in Admissions, Vice President Williams related that WIU does not have a Customer Recruitment Management (CRM) system, but Admissions did purchase a newer type of system called Fire Engine Red through the use of School of Engineering foundation funds. The new system, however, does not “speak” well with WIU’s homegrown MVS operating system. Vice President Williams assured senators that individuals in the Office of Administrative Information Management Systems (AIMS), the School of Engineer, and the Office of Undergraduate Admissions are working to get the new system to communicate effectively. In the meantime, Vice President Williams admitted that the way that Admissions communicates with students is mostly a manual system; there are some technological parts to the process, but there is a ways to go. He stated that Admissions is aware of the problem, and everyone is doing their best with the resources available. He added that Fire Engine Red is fairly affordable, but the University still has not gotten where it needs to be with that system.

Senator Boynton remarked that at a recent University Committee for Education Preparation (UCEP) meeting, those in attendance did not seem to know when potential teacher education students would be coming to campus for visits during Experience Western. She asked what the process is for notifying faculty and deans about these visits. She remarked that the only way she knows a student is coming to her class to shadow another student during Experience Western is because the currently enrolled student tells her. She remarked that Greg Montalvo, who oversees teacher education for the College of Education and Human Services, did not seem to be aware of prospective teacher education students visiting classrooms. Drew Donohoo, Associate Director for Undergraduate Admissions, replied that his offices notifies chairs, associate deans, and deans to let them know which students are registered to attend classes, and current students are provided with letters to give to their faculty members to let them know that a potential student will be shadowing them during Experience Western events. Senator Boynton asked if this means that deans should know when students are coming on a certain day; Mr. Donohoo confirmed this is correct.

Senator Czechowski asked, with the recent cuts in the Counseling Center, what steps the University is taking with the student mental health crisis, which is a significantly cut the eight counselors in the Counseling Center as a result of the budget crisis. The administration is working with a number of individuals on campus that are qualified mental health professions who are employed in different areas of the University who will be able to help the University Counseling Center, particularly during any crisis. Vice President Williams related that the Counseling Center has developed a new way of triaging students when they come through their door to determine the level of crisis students may be experiencing, and Counseling Center staff will call in others from across the campus as needed. He stated that this will mean that the Counseling Center will have seven counselors available to help students, although three of the initial four who were laid off will still remain on layoff.

Senator Czechowski asked President Thomas what he would say to a family who he overheard on the train discussing university options to convince them to come to WIU if he were not the President of the University but just an anonymous person. President Thomas replied that he would tell the family that WIU is a medium sized institution where students are not just a number and which has outstanding academic programs and faculty and staff who are willing to help them. He stated that WIU is a transformational university; WIU takes students where they are and helps to move them into their careers or their graduate or professional schools. He added that WIU believes in the total student; alumni of WIU express their appreciation to the University for taking a chance on them and say that they are glad that they took a chance on WIU because it helped them to be successful.

Senator Allison agrees with President Thomas that these are WIU's selling points. She believes this goes back to the topic of the writing instructors, who are so valuable for that transformational experience. She noted that students are sent to the writing instructors from Day 1 at WIU, and the writing instructors transform students' lives and give them the skills they need to succeed.

Senator Czechowski remarked that she was in Horrabin Hall this morning and saw a list of teaching employment opportunities in the state and the area. She observed there were a lot of Art and Bilingual Education teaching opportunities as well as those for other positions that have been cut. While Senator Czechowski understands that the University needs money right now, she has listened to presentations and TED talks postulating that one reason universities need humanities in liberal arts and education is because no one knows what the jobs will be in ten years. She wonders why the administration is not thinking about the jobs that Illinois will need in five to ten years instead of cutting small programs that WIU is known for. Senator Czchowski pointed out that WIU is a university that creates teachers; there may not be a large enrollment in the Art, Spanish, French, or Bilingual Education programs, but when one travels the region many of the high school teachers attended WIU. Senator Czechowski recently visited the Avon-Abingdon high school where teachers asked her why many of the teacher education programs are being cut. She wonders how to explain WIU's teaching situation and the laying off of tenured faculty to the many alumni in our region who are teachers. She recalled that in the closed meeting recording from the Board of Trustees meeting, former Interim Provost Neumann pointed out that cutting Biology Education does not necessarily mean the Biology Education professor leaves since the lowest ranking member of the department would be cut, and she wants to know why the lowest ranking member of the Department of Art is not leaving instead of someone who is seven or eight ranks above this person and tenured.

Chairperson Pynes remarked that this is a version of the question that was asked of Associate Provost Russ Morgan when President Thomas was not present; Faculty Senate would like to see processes and procedures for the way the layoffs were determined in December 2015, Spring 2017, and March 2019. Associate Provost Morgan asserted that WIU certainly values the teacher education programs mentioned by Senator Czechowski and realizes that there is demand for these graduates in the country and the state. He explained the problem is that students are not coming to WIU to take those programs. Associate Provost Morgan pointed out that Bilingual Education graduated no students last year, and over the past five years has only graduated between zero and four students. He stated that in previous years, when WIU had the funds, the institution was able to float low enrolled programs because the administration does recognize their value and wished to keep them, but the institution is not in a position to do that anymore. He added that if these programs bounce back and there is demand for these majors, the administration hopes they can be reinstated. Associate Provost Morgan told senators the Governor is talking about changing entry scores for potential teachers, and if that happens the administration will look at these programs again, and some faculty could be recalled from the layoff list, but the programs cannot continue at this time.

Senator McIlvaine-Newsad pointed out that Senator Delany-Barman, who is present, is one of the two full professors in Bilingual Education; another full professor's position was eliminated. She recognizes that this program may not be highly enrolled but pointed out that the classes these professors provide serve multiple areas. She observed that just because there are not majors does not mean that students are not taking those classes and that the classes are not valued and highly enrolled. Senator McIlvaine-Newsad observed that the ethnic diversity of the state of Illinois is changing rapidly; the majority of WIU's students in the next five to ten years will be multilingual at birth, and English will not be their first language. She believes that in light of this, to consider eliminating something that provides that richness while failing to provide very concrete criteria to everyone that has been laid off is confounding and does not make sense at all, which is the frustration that she is hearing from everyone present. She added that one example here and another example there [as to why faculty are laid off] is no longer cutting it. Associate Provost Morgan recognizes that there is still demand for those courses, and the administration is trying to look at other ways to be creative and cover them. He stressed that the administration recognizes the value of bilingual education and is going to try to work on that as part of the restructuring.

Senator McIlvaine-Newsad believes that the University's inability to think creatively, to think in directions that other institutions are not going in, is one of the things that is most hampering. As an example, she related that Anthropology has asked multiple times to have Religious Studies professor Sarah Haynes transferred to their program, which is growing to a point where it will be difficult for their current 3.5 professors to continue to grow it. She stated that Dr. Haynes has anthropology training and has taught cross-listed courses for Anthropology, but their request has been denied. Senator McIlvaine-Newsad thinks this shows there is no clear criteria for the layoffs and no creative thinking. Associate Provost Morgan stated that he cannot address individual personnel decisions, which Chairperson Pynes agreed is appropriate. Dr. Haynes stated that she waives her right to privacy so that this can be discussed. Associate Provost Morgan stated that when making these decisions, Provost's office representatives looked at the Academic Program Elimination Review (APER) Committee data and results of their review, as well as number of majors, number of degrees conferred, student credit hour (SCH) production, trends over the past five years, and other contextual issues, such as online development and enrollment trends. He noted that Anthropology was on the APER list, but their enrollment is increasing and their program is now offered online. Senator McIlvaine-Newsad added that Anthropology has over 40 majors now and had over 40 majors when it was on the APER list. Chairperson Pynes observed that, to be fair, the Illinois Board of Higher Education changed their reporting guidelines from 25 to 40 majors and from five years to three years, so Anthropology got caught in this transition between the program's growth and the change in requirements, which resulted in their inclusion on the list.

Chairperson Pynes restated Senator Czechowski's question regarding why a senior faculty member in Art was laid off when there are less senior faculty in Art that were not laid off. He wonders why this is a phenomenon that happens in other places where more senior faculty are laid off when less senior ones are not. Associate Provost Morgan responded that Article 24 of the UPI contract says that decisions cannot be made strictly by seniority; all five factors of university service, departmental service, degree requirements, professional training, and professional experience must also be taken into account. He stated that a particular individual's experience, training, and even degree requirements will affect these decisions. Chairperson Pynes remarked that this is the exact right answer, but nobody has ever seen a calculation where those exact five factors have been demonstrated in any reasonable way. Associate Provost Morgan responded that he will provide those criteria.

Chairperson Pynes pointed out that the time is drawing near 6:00, and the meeting will be unable to continue without a motion.

Motion: To extend the meeting to 6:30 p.m. (Boynton/Rahman)

MOTION APPROVED 12 YES – 4 NO – 0 AB

Senator Boynton recalled a presentation from Noel-Levitz consultants some years ago where they stated that the population group of Spanish-speaking or Hispanic students is expected to grow in terms of high school seniors. Senator Boynton noted that the proposed elimination of Spanish teacher education and Bilingual Education may lead to these students choosing to attend somewhere other than WIU, and she wonders if the administration has considered these consequences. She thinks the University may be “cutting off its nose to spite its face” by eliminating programs that currently have low enrollment because this decision may hurt future growth potential. President Thomas responded that even without the program, the University will still offer some of the classes. Foreign Languages and Literatures Chair Luciano Picanço related that he has spoken with Interim Provost Clow because one class for the French and Spanish Teacher Education majors is only offered every two years, and all of the other classes serve other programs, so cutting these two majors will not impact any expenses. He stated that despite these facts, he was unable to convince anybody not to eliminate the two teacher ed programs. Senator Dimitrov asked what Noel-Levitz might recommend about the decisions the University is making if they were to come back today; Chairperson Pynes responded that neither the President nor anyone can know what the consultants would recommend.

Senator Allison asked for confirmation that keeping the French and Spanish Teacher Education majors on the books will not cost anything or save any money. Dr. Picanço replied that the only savings would be one class that most of the time is offered as an independent study because there are not enough students enrolled in it, so there would be no cost savings. Associate Provost Morgan pointed out that the French and Spanish Teacher Education majors combined have had seven majors over four years and have graduated one major in the last five years. He admitted that it is not highly expensive but observed that there are no students choosing it. He does not deny that these majors are important and believes there should be a demand for them, but students are not enrolling in them. Dr. Picanço realizes that students are not enrolling in these programs, noting that it is a problem with education throughout the state. He related that when he first met with former Interim Provost Neumann and retired Associate Provost Parsons, they convinced him, for the good of the state and since it would not cost anything to the department, to keep these two programs alive. Dr. Picanço then started this process in March 2018, before the APER Committee began its review, and completed the transition of what he called “reanimating a corpse” on November 1. He added that in Fall 2018 the change was approved so that the French and Spanish Teacher Education programs will become options in a new program [rather than separate majors], but he has been informed that despite the fact that the new major containing these two options was not on the APER list, the two teacher education options will be eliminated anyway.

Senator Cordes related that the writing instructors bring 40 classes into Malpass Library to learn research tools; they do not get any other focused instruction on library research, so this is where the triage comes in. He noted that some rural schools have limited library access but must compete with students from much larger schools with high-end research equipment; rural students may be using 1985 encyclopedias, so they are not on the same page. Senator Cordes believes that without this grounding, the rural students would not be up to speed with their peers. He related that students come in twice; once to learn how to perform the research and once to work with a library professional one-on-one on specific topics. He pointed out the writing courses offered at WIU are discourse communities and genre studies which allow these students to be aware of everything going on around them and to interact with each other. He stated that, with this portion of their classes eliminated, those students who do not have these research opportunities in high school will not get them at WIU either, which will handicap some of them. He thinks the administration needs to look at how the things that are disappearing from WIU tie together.

Senator Cordes related that students have told him that the most negative things that they hear about WIU come from other students, not from WIU employees. He related that social media is full of students claiming that Macomb is unsafe, and if that thinking does not change it will have an impact. He thinks this is an area where SGA could reach out to current students about this perception. Ms. Markey replied that SGA already has a lot of outreach programs. He related that SGA visits Macomb High School and attends a Macomb Mayor's Roundtable where discussions have included ideas for improving social media posts about Macomb and WIU.

Senator Bellott asked if the 2 percent reduction in administrators' salaries represents a furlough cut or a permanent cut. President Thomas replied that this is a permanent cut because it matches what everyone else is taking.

Dr. Haynes remarked that she walked into the Multicultural Center yesterday for the first time in two years and was blown away by how lively it was and how the students were interacting. She wonders, with the growth in diversity on this campus, how those students in the Multicultural Center will be served when the University no longer offers African American Studies. She observed that the four African American Studies professors will be gone, and there are also cuts to Religious Studies and Foreign Languages, so she wonders how WIU will be able to maintain the vibrancy that is currently on campus in places like the Multicultural Center. President Thomas replied that there will still be academic programs for those students, and the Multicultural Center offers various kinds of other programs. He pointed out that someone must be available to teach African American Studies courses because the University has retained that minor. Chairperson Pynes remarked that the entire African American Studies faculty will be gone; President Thomas replied that he understands that, but since the minor still exists someone has to teach those courses because they are needed. Chairperson Pynes stated that the four faculty formerly teaching those courses will be gone by the end of the year, and the people teaching African American Studies courses in other areas are probably concerned about their own disciplines. College of Arts and Sciences Dean Sue Martinelli-Fernandez related that she has been working on an idea with Department of Liberal Arts and Sciences Chair Alphonso Simpson, Vice President Ron Williams, and Gwendolyn Brooks Cultural Center Director Michael Williams. She said they recognize that the University will not have a proper face for African American Studies with the departures of these faculty members, whether through layoffs or taking other positions elsewhere. She stated that Mr. Williams will be able to assist the College to offer some AAS classes; he has taught for Arts and Sciences before and is in the process of finishing his Ed.D. She stated that faculty with a variety of terminal degrees have taught AAS classes in the past. Additionally, Dean Martinelli-Fernandez told senators that a number of faculty members have taught courses that are cross-listed with AAS. She is working with Arts and Sciences Development Director Amy Crosby, and the two have identified a donor who has been generous regarding diversity issues and may be able to help the College hire a visiting scholar in this area for at least three years. She added that other ways are being explored to have African American Studies have a direct relationship with the Gwendolyn Brooks Cultural Center.

Senator Franken asked if the University still projects a deficit but does not anticipate additional cuts. He wonders where the savings will come from to reconcile this if this is true. President Thomas responded that the plan is to continue to hold on spending and try to get costs down. Vice President for Administrative Services' Bill Polley added that the deficit is in the income fund, which just looks at the accounts for tuition revenue and state appropriations. He explained that when all unrestricted funds are put together, the University should be in the black next year. Senator Tasdan asked if it is known how much the state is projected to give WIU next year. Budget Director Letisha Trepac responded that Governor Pritzker has proposed a five percent increase, but that is as much as is known right now. She added there is still a long process, including hearings with the General Assembly that WIU officials will be attending next month. President Thomas stressed that the University still has to hold expenses down, and hiring is only occurring

for central positions. Ms. Trepac confirmed that the University still has a structural budget problem. Senator Tasdan asked if the five percent increase would be based on last year's appropriation; Vice President Polley confirmed that is correct. Senator Tasdan asked if that percentage is firm; Ms. Trepac replied that she does not know. President Thomas explained this is just the beginning of the budget process; President Thomas will speak before the House on May 2 and the Senate on May 9. He said that the legislature then makes a recommendation to the Governor, so that amount can go up or down, but the Governor is trying to give all public universities a five percent increase. Vice President Polley added that historically all public universities have come together to receive the same percentage. He pointed out that a five percent increase on last year's approximately \$48 million appropriation is about \$2 million, which is not a very large amount in light of WIU's deficits and spending reductions but which would provide a little extra margin. President Thomas stated while WIU is appreciative of the proposed increase, it will still not get the University back to where it was because of the cuts over the past ten years. Vice President Polley remarked that the University's appropriation is still eight percent down from FY 15 levels; if WIU receives the five percent increase, the University would be three percent down from FY 15. President Thomas added that the IBHE asked for ten percent for all universities, but the administration asked for more for WIU.

Senator Dimitrov asked, with retirements, layoffs, and with a projected enrollment equal to last year's enrollment, what the student-faculty ratio is expected to be this year – one student for every 16-17 faculty or one for every 13-14 faculty members. Chairperson Pynes stated that last year the ratio was one for every 13.2 faculty. Senator Dimitrov pointed out that there has been \$9.5 million saved in retirements. Chairperson Pynes remarked that this information may have to be requested from Institutional Research and Planning.

Chairperson Pynes pointed out that the time is 6:14 p.m., and the President has to be at his next event, the WIU service recognition, at 6:30 p.m.. He told President Thomas that Faculty Senate will hold a special meeting next Tuesday and asked if he would like to come back. President Thomas responded that he can come back then. Chairperson Pynes asked if any senators will be recognized for their years of service at this evening's reception. Senator Allison responded that she will be receiving an award for 25 years of service, and Senator Macchi added that she will be recognized for 15 years of service.

IV. Old Business

A. Extension SCH from Institutional Research and Planning

Chairperson Pynes suggested that in the interest of time this discussion be postponed until the next Senate meeting.

NO OBJECTION

C. Proposed Bylaws Change to Dissolve the Faculty Senate Summer School Committee

1. Second Reading and Vote

Senator Maskarinec suggested that perhaps a little bit of history should be added to the context of the Summer School Committee's request. He recalled that this committee was founded in 2010 in response to then-Provost Thomas's creation of a Summer School Task Force, which included only one faculty member (Janna Deitz) and which produced a report that was objected to by Faculty Senate. He related that Faculty Senate then founded its own ad hoc Summer School Committee to look at that report, which made some suggestions for corrections. Senator Maskarinec recalled that the ad hoc committee also thought it was important to establish a permanent committee. He said there were several iterations of the bylaws to establish this permanent committee; the first draft recommended the standing committee "serve as a focal point for faculty to bring forward

ideas pertaining to summer school and for administrators to communicate summer school initiatives to the faculty.” Other duties included “To work with the appropriate administrators to establish timelines for implementation of summer school initiatives and to ensure accountability of these initiatives.” Senator Maskarinec observed that these initial duties have kind of gotten whitewashed a little bit, but he has always envisioned this committee as exactly what those initial duties laid out: a place where faculty could bring an idea for summer school, and this committee would help the faculty member work through the process. He wonders what happened to that vision from 2010. Chairperson Pynes pointed out that there have been two or three contract votes since that time. He believes the upper administration has wanted to try to make summer school more entrepreneurial for different kinds of things but, given the way that colleges have allotted money for teaching summer school, this has become a contract issue, and the Summer School Committee has not been able to have the influence that was originally intended. He stated that it has instead become a survey administration committee, and ExCo has to look to find anything meaningful for the Summer School Committee to do.

Senator Maskarinec recalled that the ad hoc committee had thought the Summer School Committee could develop innovative programs by thinking outside of the box, such as developing new initiatives proposed by faculty. He asked if this has ever been part of the duties of the committee. Current Summer School Committee Chair Peppi Kenny replied that it has not, and with Faculty Senate’s recent approval of the current bylaws that would not be part of its duties going forward. Chairperson Pynes stated that everything the Summer School Committee has wanted to do is now being encouraged by the administration more broadly, and faculty serving on the Committee are not doing meaningful work; rather, it feels as if Committee members are doing busy work and as though Faculty Senate is asking them to do things that are not useful. Parliamentarian Lauer pointed out that if a faculty member should have a good idea for summer school, the Senate’s Faculty Initiatives program could be used to bring it forward rather than a standing committee. Chairperson Pynes agreed that might be a better way to get summer initiatives to the administration.

Senator Dimitrov observed that item 2.g. of the current Summer School Committee bylaws is “To evaluate and recommend summer school initiatives that are brought forward to Faculty Senate.” He asked how many of those the Committee has done; Dr. Kenny replied that this is her first semester as chair. Chairperson Pynes replied that in the three years he has served as Faculty Senate Chair there have been none. Dr. Kenny told senators the focus given to the Committee was the student survey, but she has found that chairs do not even know that it exists.

Motion: To dissolve/kill the Summer School Committee (Franken/Cordes)

Senator Dimitrov asked if this means the Committee will not be formed again; Chairperson Pynes confirmed that is correct.

MOTION APPROVED 15 YES – 0 NO – 0 AB

D. Proposed Bylaws Change to Rename the Writing Instruction in the Disciplines (WID) Committee

1. Second Reading and Vote

The proposal would change the name of the WID Committee to the Council for Writing Instruction in the Disciplines. Chairperson Pynes explained the reason for the proposal is that the WID Committee does not function as a committee of the Faculty Senate [which is limited to senators], but as a council [which allows for members who are not senators]. He added that when Vice President Joe Rives and other administrators are looking at the Faculty Senate website, they need to understand the role of Senate councils and committees. Senator Boynton stated that the change will make the Senate Nominating Committee’s job easier because they often have to explain this difference.

Motion: To approve the name change (Boynton/Tarrant)

MOTION APPROVED 15 YES – 0 NO – 0 AB

V. New Business

A. For the Good of the Body – None

Motion: To adjourn (Bellott)

The Faculty Senate adjourned at 6:25 p.m.

Susan Czechowski, Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary