WESTERN ILLINOIS UNIVERSITY
FACULTY SENATE
***Special* Meeting, *1 May 2018*, 4:00 p.m.**
Capitol Rooms - University Union

A C T I O N M I N U T E S

SENATORS PRESENT: M. Allison, B. Bellott, V. Boynton, S. Czechowski, J. Franken, R. Hironimus-Wendt, A. Hyde (via teleconference), N. Lino, B. Locke, K. Pawelko, B. Perabo, J. Plos, R. Porter (via teleconference), S. Rahman, T. Roberts, S. Rock, S. Saddler, M. Sajewski, D. Sandage, F. Tasdan
Ex-officio: Kathy Neumann, Interim Provost; Tej Kaul, Parliamentarian

SENATORS ABSENT: S. Macchi, H. McIlvaine-Newsad, C. Tarrant

GUESTS: Lori Baker-Sperry, Courtney Blankenship, Amy Carr, Katrina Daytner, Steven Dworkin, Sharon Evans, Christopher Ginn, Anita Hardeman, Buzz Hoon, Bob Intrieri, Tammy Killian, Jeff Laurent, Angela Lynn, Madison Lynn, Sue Martinelli-Fernandez, Rose McConnell, Tami McCoy, Mojtaba Moniri, Jill Myers, Kat Myers, Nancy Parsons, Bill Polley, Renee Polubinsky, Christopher Pynes, Joe Rives, Theresa Tait, Jack Thomas, Dave Towers, Ron Williams, D.C. Wright

I. Consideration of Minutes

A. Closed Session, 10 April 2018

Chairperson Rock stated that the closed session minutes have been pulled from the agenda to complete editorial work and will be reconsidered in Fall 2018.

II. Announcements

A. Approvals from the Provost

1. Requests for New Courses

a. ACCT 499, Accounting Knowledge Assessment, 0 s.h.
b. DS 497, Senior Analytics, 0 s.h.
c. FIN 499, Finance Knowledge Assessment, 0 s.h.
d. KIN 272, Coaching Practicum, 1 s.h.
e. KIN 346, Candidate Physical Ability Test Preparation for Firefighters, 2 s.h.
f. KIN 472, Coaching Internship and Capstone, 3 s.h.
g. KIN 473, Practicum in Adapted Physical Activity Motor Clinic, 1 s.h., repeatable to 4 s.h.

2. Requests for Changes of Majors

a. Accounting
b. Business Analytics
c. B.A. in Economics
d. B.B. in Economics
e. Engineering
f. Finance
g. Mechanical Engineering

3. Request for Change of Minor

a. Coaching

B. Provost's Report

Interim Provost Neumann reminded senators that the employee recognition reception is this evening at 7:00 p.m. in the Union Lamoine Room.

C. Student Government Association Report
(Madison Lynn, SGA Director of Academic Affairs)

Ms. Lynn thanked senators for the opportunity to serve as the SGA Representative to Faculty Senate. She added that SGA appreciates having a representative at Senate meetings and looks forward to working with the Senate next year.

D. Other Announcements

1. President Jack Thomas

President Thomas thanked senators for all that they do for the University and for inviting him to speak to Faculty Senate. President Thomas recently delivered testimony before the Illinois Senate and a couple of weeks ago presented his last testimony before the House. He asked for a $62 million appropriation to support students, classrooms, employees, programs, and infrastructure. The President told senators this is $15.7 million more than House Bill 5397 and includes a request for an additional $2 million to support student financial aid, $4 million for critical deferred maintenance, and $9.5 million for salaries and operations. He stated that although he constantly advocates for deferred maintenance, no state money has been forthcoming for that for many years, and the University is down approximately $400 million in this area. President Thomas has worked with Interim Provost Neumann to reallocate funds for classroom upgrades and support as needed, such as for electronic classrooms. He stated there is a priority list of certain items, such as leaking roofs and chillers needing maintenance, that must be addressed first, and those are things that usually cost a lot.

President Thomas stated that he is also advocating for more money for Monetary Assistance Program (MAP) funding for students. The President asked for $357.6 million for capital development projects, which are critical for WIU to remain competitive and to continue to achieve its educational mission. He also continues to advocate for the Center for the Performing Arts; two groundbreaking ceremonies have been held for the Center under the previous Governor and the request has now gone back on the docket, which WIU is advocating because the previous administration had already released funds for this project. He stated that previous capital projects have all been put on hold, even those for institutions that were in the middle of their construction projects. President Thomas agrees that this is unfair for WIU and promised that he and Jeanette Malafa, Assistant to the President for Government Relations, will continue to advocate for WIU in Springfield.

President Thomas told senators there are a couple of cost shift bills for pension and health care under consideration in Springfield. Legislators asked President Thomas how WIU would handle the additional costs if these bills were to pass; the President told legislators they would have to give WIU additional funding if the institution were expected to take on these expenses. President Thomas told senators the Illinois Board of Higher Education (IBHE) asked for a two percent budget increase, which actually amounts to an eight percent decrease from what WIU received in 2015. State university chancellors and presidents wrote a letter telling the IBHE that they need additional funding, and President Thomas, who sits on the Board, presented it, which stopped the vote for one meeting; however, IBHE then called a special meeting at which they passed the two percent budget increase request. President Thomas voted against this in part because WIU has depleted its reserves and needs to work to build them back up.

President Thomas remarked that WIU is getting ready for graduation. Two individuals will receive honorary doctorates at the ceremony: Jim Shipp, who serves on the President's Advisory Board, and Bob and Blenda Ontiveros from the Quad Cities, who have provided generous financial support to the University.

WIU Day and Macomb Day was celebrated in Springfield with a reception and open forum. Legislators and alumni were invited to attend. President Thomas used the opportunity to ask if WIU is going to receive a full budget because some are saying that universities may receive partial budgets rather than full budgets this year. President Thomas reiterated that WIU is doing the best it can with what it has and will continue to do so.

President Thomas addressed the questions that were submitted to him prior to today's meeting, followed by questions from the floor:

- A senator had requested that President Thomas describe his level of involvement with the current contract negotiations. President Thomas explained that early in the negotiations process the Board of Trustees decided that a lawyer should negotiate the contract, similar to what is done at many other institutions. President Thomas was not a member of the bargaining team; however, he did weigh in on suggestions and outcomes that came out of the negotiating process. Interim Provost Neumann and others served on the negotiating team but kept President Thomas informed, and he gave his input when it was needed, which the President believes is the role he should have rather than being a negotiator. Senator Allison asked why President Thomas does not think it is his job to be present during the negotiations. President Thomas reiterated that the BOT suggested that the administration hire a lawyer to handle negotiations and that the President be on the outside of the negotiations process, but when outcomes and decisions are made he is involved at that point. Senator Allison pointed out that WIU has not had a labor lawyer included in negotiations in this way before, so this is a departure from previous years. She thinks faculty believe it would have been appropriate and good for the President to have been more involved in the negotiations. President Thomas stressed that he was and is involved, but he reports to the eight-member Board of Trustees and chose to follow their advice because it is not a decision that just involves him alone. He recognizes that the previous WIU President did engage in negotiations, but the President before him did not, and other institutions frequently use a lawyer for negotiations.

- Chairperson Rock related that during the last several meetings, senators have been working closely with Vice President Rives on the strategic plan, which is an aspirational document. He believes there is a lot of concern regarding how WIU will reach its goals in light of current budget issues. A senator submitted a question before today's meeting regarding the vision President Thomas has for how the University might be able to implement the Higher Values in Higher Education strategic plan. President Thomas responded that the strategic plan task force, coordinated by Vice President Rives, is very broad and made up of individuals from all over the University. He stated that efforts were made to work with the various constituencies to bring their ideas to the front for discussion while making sure that what is being done is in the best interests of WIU. He reiterated that the administration developed the goals with input from faculty, staff, students, and alumni because of a belief in shared governance and a desire for information to come from the individuals who sit on the strategic planning committee. He asked Vice President Rives to further address that process.

  Vice President Rives stated that the core of the instructional component in the strategic plan document is central to the aspirations of increasing enrollment, retention, and graduation. He believes the work toward these goals happens in the classroom, in research and creative activities, and in service and volunteering.

Vice President Rives observed that some senators asked about prioritization in the document and recommended that they attend the consolidated annual report presentations if possible. Vice presidents will be presenting their annual reports of accomplishments and plans from 9:00 a.m. to noon on Thursday and Friday, May 3 and 4; Interim Provost Neumann will present her report at 9:00 a.m. Thursday in the Union Capitol Rooms, and Vice President Rives will present his report at 10:00 a.m. on Friday. Vice President Rives stated that individuals may hear of goals for departments that they feel they could assist with, which would help the strategic plan, or they may be able to work through the Faculty Senate to bring forward ideas. He stressed that WIU must work with what it has: outstanding faculty and incredible staff that are supporting students. He recognizes that new resources may be required, but observed that Springfield is only one avenue. The President's Executive Institute has been exploring other avenues for funding; most recently, $100,000 was received from the Moline Foundation for a dual-enrollment program, and Vice President Bainter is starting a comprehensive fundraising campaign. Vice President Rives thanked senators for asking questions about the strategic plan at the last meeting because it has been a good, thorough exercise, and he wants to continue working with Faculty Senate as the plan progresses. President Thomas reiterated that just because WIU has limited funding does not mean that the University will not follow the same processes that it already has in place.

- Chairperson Rock stated that the next question is regarding continuing concerns about the reductions on campus that seem to have disproportionately hurt Arts and Sciences in terms of reorganization and staffing. The question submitted by a senator asks about the President's commitment to the liberal arts. President Thomas stressed that he is very committed to the liberal arts and pointed out that he holds a professorship in English. He stated that even those working in professional fields need General Education, and Gen Ed is not going away; no matter if someone is working in the technical or in the medical field, they must be able to read, write, and think critically, so Gen Ed will not disappear under President Thomas's leadership. President Thomas told senators that when the University had to make reductions, he fought to keep the minors and did not let them be eliminated, and he will always support the liberal arts.

  Senator Allison observed there is a bill in the House of Representatives that would allow Education majors to complete their degrees in three years, which would effectively eliminate Gen Ed. President Thomas stated that WIU has opposed that bill. Senator Allison observed that there seems to be a general moving away from Gen Ed on a wider scale; President Thomas agreed that this seems to be a movement across the country. He related it has been challenging to see other universities making reductions by cutting programs, so he is aware that this is going on, but he has had a number of discussions with WIU's government liaison in Springfield and has urged her to continue to oppose this bill.

  Senator Allison asked President Thomas what he can point to that shows his support for the College of Arts and Sciences on campus. President Thomas responded that when it came down to cutting programs, the University retained the minors for Religious Studies, Women's Studies, African American Studies, and Philosophy while eliminating the majors. Liberal arts classes and programs still remain in Gen Ed. He asked if there are other things that senators think he should be doing to show his support for Arts and Sciences. Senator Roberts responded that his colleagues in the College of Arts and Sciences have asked him to invite President Thomas to attend some classes to see what professors are doing in Gen Ed. President Thomas responded he would be happy to come if invited and would even be willing to team teach a class.

- Senators had pre-submitted a number of concerns about operating procedures for the Office of Equal Opportunity and Access (EOA), which reports to the President. President Thomas announced that the long-time Director, Andrea Henderson, retired yesterday. He asked Tami McCoy, who worked on some of the referenced cases, to address the questions. Chairperson Rock related that the first question is about how quickly the office handles complaints. According to the EOA Policy on Discrimination Complaints, these should ordinarily be handled within 60 calendar days. Chairperson Rock stated that some faculty members have concerns that their complaints were not handled in a timely manner. Ms. McCoy explained that 60 days to handle complaints is a best case scenario. The EOA office formerly had only three employees and now has two, so sometimes it is simply not possible to get all investigations completed in that timeframe. Ms. McCoy related that in addition to investigating the case referenced in the question to President Thomas, she was working on Title IX and 44F searches as well as the day-to-day things that come up in the office, so it is not possible to always complete investigations within the 60-day time period.

  Senator Sandage asked if Ms. Henderson will be replaced. President Thomas responded that she will; a national search is already underway. He added that the office cannot function with only two employees for the long term. Vice President for Student Services Ron Williams stated that Digger Oster, Director of Insurance, Risk Management, and Compliance, is chairing the search and will be inviting finalists to campus soon.

- Chairperson Rock stated that the second EOA question asks about the Office of EOA's role in faculty searches, noting that "In the past, EOA would review legal issues with the search committee but not take an activist role in the search process." Chairperson Rock agrees that the office seems to have taken a more active position in recent years for faculty searches and asked if this is mandated or how this evolution took place. Ms. McCoy told senators that she began working in the office in 2009, and the procedures have not changed since that time. The question to President Thomas asserts that candidate schedules now have to be strictly identical rather than just comparable, but Ms. McCoy countered that her office does not dictate that schedules for campus visits be identical but just that each candidate be given the same amount of time with each constituency group. She added that if one candidate is given an hour with the dean, all candidates should be given an hour with the dean; the amounts of time should be the same, but the schedules do not have to be identical. Chairperson Rock related that during one search a candidate had to stay an extra night, but the search committee could not provide dinner with the candidate because previous candidates had not had to stay an extra night. Ms. McCoy explained that campus visits must be set up so that each candidate is treated fairly; if one candidate receives three meals, all candidates must receive three meals. Chairperson Rock pointed out that circumstances arise and travel plans must be changed sometimes, such as for weather-related issues. He thinks this rule seems very limiting. President Thomas stated that it makes a difference if the candidate stayed over an extra night for personal or for travel-related reasons. He thinks perhaps a committee should be appointed to look at this rule because common sense needs to be applied in these situations if candidates have to stay because of travel issues. He will recommend that this guideline be reviewed.

  Chairperson Rock observed there are limitations as to how and who search committees can contact outside WIU, which raises concerns because these committees need to do due diligence before providing offers. He noted that sometimes a search committee can find things out about candidates through internet searches, but it seems that committees are limited in terms of who they can contact and what kinds of questions can be asked of them, and it seems they

cannot go "off script." Ms. McCoy stated that questions need to be approved through the EOA office before they can be used, and, once approved, the search committee needs to stay with that set of questions. She stated that if the search committee wishes to use off-list references, EOA does not have a problem with Googling information as long as the committee gets the candidate's permission and anything found in this way is verified through official sources.

Senator Boynton observed that the question related to EOA's role in faculty searches states that "In the past, when one department hosted job candidates, the department faculty would host a social reception for the candidate, all faculty/staff, and sometimes graduate students at someone's home. Apparently, this practice is no longer approved and could not occur for job searches this year due to EOA concerns." Ms. McCoy stated that this has not been allowed at least since she came to WIU in 2009, and she was unable to find the exact search to which this question refers within the last nine or ten years. She stated the trouble with this kind of social is the location because if an accident occurred in somebody's home there is the question of who would be liable; other issues might arise if the candidate is in a wheelchair and the home is not handicapped accessible since the search committee cannot ask questions of this nature beforehand. Senator Boynton asked if the Alumni House is an acceptable alternative; Ms. McCoy replied that it is. President Thomas pointed out that rules, policies, and legal issues have changed through the years since he began in higher education, and the University could be liable for anything that happens during a search, so everyone involved has to be very careful about what is done and what is amenable.

Chairperson Rock pointed out that the President, Provost, directors, chairs, and faculty are all evaluated on a regular basis, but the Director of Equal Opportunity and Access reports directly to the President. President Thomas stated that he does evaluate the EOA Director and as part of the evaluation process gathers information from the people that report to the Director.

- Chairperson Rock stated that the next question pre-submitted for President Thomas concerns the Stovall case and the letter from the American Association of University Professors (AAUP) to President Thomas. He noted that AAUP had said there was no response initially, but Chairperson Rock understands that there has now been a response submitted. President Thomas confirmed that he did respond to the AAUP letter. He told senators this is a personnel matter that is still the focus of ongoing litigation with the Illinois Labor Relations Board, so he cannot discuss details right now. He added that WIU's faculty are represented and governed by the University Professionals of Illinois (UPI), so AAUP does not have authority in this case.

- Senator Boynton stated that a member of the Macomb community asked what they could do to make the WIU experience more positive for students. She asked if the University has surveyed students about this and if any follow-up has been done. President Thomas responded that he does not know of any such survey. Student leaders participate in the Mayor's Round Table and serve on the Community-University Partnership Program (CUPP), which also includes the Macomb Mayor and WIU President as members. President Thomas related that CUPP meets monthly to discuss issues of interest to students and some of the things students are experiencing in the community, and he is one of the first to bring issues to the front if necessary. He added that SGA also does a great job bringing issues forward. President Thomas asked Vice President Williams about any surveys of students. Vice President Williams related that SGA conducts a survey; he is not sure that it asks about students' experiences in the Macomb community, but it does ask about their experiences on campus. Ms. Lynn also

does not know if the SGA survey asks about students' experiences in the Macomb community. She related that student leadership does meet regularly with the Mayor and discusses those kinds of issues; students outside of SGA leadership are also invited to these meetings. She added that most recent discussions have concerned retention and recruitment and Lobby Day.

- Senator Lino asked why graduate and doctoral programs have not yet been approved for Nursing when the proposal was submitted years ago. He related that one of the first things students at Discover Western ask is if WIU has a graduate program in Nursing, and when they find out we do not they no longer consider coming here. Sue Martinelli-Fernandez, Dean of the College of Arts and Sciences, stated that the Doctorate in Nursing Practitioners (DNP) degree has changed over the years because of where the nursing profession is going. A feasibility study for this program has been sent to the Provost's office. She stated that this final version of the feasibility study is a DNP with a stop-out at the master's level because this is what those in the profession are currently looking for. She added that the feasibility study was only submitted within the last month because some updates from Nursing Office Manager Carmen Pittman and Director Lea Monahan needed to be added to it, and it is currently being reviewed by the Provost's office.

- Senator Allison remarked that President Thomas is a finalist for president in at least two other universities, and community members and faculty have asked her to convey that this feels like a breach of trust. She noted that the University is in the middle of a contentious negotiations process, faculty have been without a contract for a long time, morale is low, and it appears that the President wants out. She asked the President, if he does not get one of the two positions or another position that may not yet be public, how he would repair the morale and trust issues. President Thomas responded he does not know how to answer the question because the decisions that he has made are personal ones which have nothing to do with Senator Allison or anybody else or with the Macomb community. He noted that other people in the University are also applying for positions. He is often contacted about applying; two years ago during the budget crisis he was nominated for a position, but the Board of Trustees told President Thomas he was the only person that could get the University through the crisis, and he agreed to stay at WIU. President Thomas related that one Trustee observed he spends more time in Springfield than any other WIU President, and he admitted that this gets to be taxing. President Thomas related that he was in Sioux Falls, South Dakota for the Summit League women's basketball championship but had to miss it to drive to Springfield on 24-hour notice in tornado conditions on a Sunday to testify on behalf of state university presidents and chancellors. He stated that to get "beat up" in Springfield and then get no money, after which he must return to WIU to get "beat up" as well after trying various efforts to make ends meet, seems unfair. President Thomas reiterated that WIU did not create the budget crisis, the state did, but people do not want to hear that because they want raises. President Thomas was offered a raise last year by the Board of Trustees but refused to take it. President Thomas told senators that he loves WIU and puts his heart out for the University, but WIU has been dealing with contract issues for a long time. In the meantime, he stated, headhunters have been calling him, and he has been repeatedly nominated for positions that he has been turning his back on but which he is now considering. President Thomas stated that if he stays at WIU, he will continue to work hard for the University, as he has always done, and he thinks Senator Allison's question is unfair.

  Senator Allison apologized that President Thomas thinks her question is not a fair one but observed that she thinks morale is incredibly low. President Thomas asked if Senator Allison thinks that is his fault, and she responded that she does

not. She added that she asked what the President would do to address this if he stays at WIU, and she thinks that seems like a fair question. President Thomas replied that he would behave as he has always done. Some of the things the University has been doing to combat low morale include press releases to highlight positive stories; the President's Round Tables for faculty, students, and staff; and Staff Appreciation Week, featuring free passes to the Rec Center and WIU Golf Course, which was offered because of a suggestion from a staff member. The President observed that these are difficult times, and morale is everyone's responsibility, not only that of the President and administration; it involves what employees say about WIU, about themselves, and about faculty, staff, students, and administrators, so it is everybody's responsibility and not just one person's. President Thomas believes the University's morale problem can be turned around, but it is difficult when one has forces working against this all of the time; every time a positive message is put out, a negative one seems to counter it. The President stated that Admissions Director Seth Miner has decided to take another position because of the frustration he has felt, because people have been nasty to him, and because he has had to deal with racial slurs about minority groups. President Thomas tries to make sure the University puts these things into perspective and deals with them.

Senator Rahman observed that President Thomas has said at other times and on the record that he believes people want raises. She wonders, however, if the President is absolutely sure that faculty are asking for raises. President Thomas responded that he is part of the negotiations because he is kept informed. Interim Provost Neumann observed that negotiations for promotion and raise levels have always been part of the negotiations process, and it is in the best interest of everybody that, when the University gets to a better financial situation, everyone receive across-the-board raises. She hopes that sooner rather than later WIU will have the funding to do that because it has been very frustrating to everyone that the University has been unable to give raises the last few years. She observed that this erodes employees' buying power and makes it difficult for them to keep up with the cost of living, so he hopes that this can be part of the discussion very soon. Senator Rahman does not think that faculty want raises. She thinks that in the current financial climate for President Thomas to say on the record that faculty want raises is not true; rather, she thinks that faculty understand that this is not the time to get raises. Interim Provost Neumann expressed her appreciation for Senator Rahman's comments.

Senator Allison stated that she thinks faculty are fighting against more cuts because they feel demoralized; although she believes she does outstanding work, Senator Allison finds it demoralizing the minute she sets foot in her office. She does not necessarily think that one person can change things, but thinks one person may be able to set the tone. She does not think that President Thomas realizes how awful it is for everyone at the University, and pointed out that she has been at WIU longer than he has and will probably continue at the University longer than President Thomas. President Thomas observed that Senator Allison asked him a specific question that was dealing specifically with him. He knows that faculty, staff, and students have made sacrifices, and he has repeatedly apologized; he apologized as long ago as the layoffs at a Board of Trustees meeting. He stated that it hurts to know that everyone has made sacrifices, and he appreciates those sacrifices. He was angry the last time he was in Springfield because of the things that WIU has had to deal with and endure and because he has to repeatedly fight for funding for the entire University, which is difficult.

Chairperson Rock thanked President Thomas for attending the meeting and answering questions. President Thomas expressed his appreciation for everyone's hard work during these difficult times and stressed that if anyone wants to talk to him he is very willing to

do so at any time, whether people agree with him or disagree. He is sorry that people feel the way that they do, and he feels the same way, but stressed that the University will survive these difficult times.

2. Dave Towers, Faculty Research Assistant, Center for Innovation in Teaching and Research (CITR)

Chairperson Rock stated that Dr. Towers was invited to talk to Faculty Senate about the survey process, specifically about the differences between confidential and anonymous surveys. Dr. Towers explained that with true *anonymous surveys* there is basically nothing to identify the respondent with the information collected from them in any way; with Qualtrics, which Dr. Towers uses, there would be no way to identify if an individual has submitted information for the survey. He explained that *confidential surveys*, on the other hand, can be as simple as one person or office holding onto data that can be identified, which is linked to information provided by respondents but not shared. Dr. Towers stated that the data for Faculty Senate surveys sits at a point between these two definitions: Faculty Senate data is not linked to individual identifying information, such as IP address, name, or email, but CITR cannot guarantee complete anonymity because Qualtrics does record whether an individual has participated in the survey.

Senator Bellott stated that some people are nervous about filling out the President's evaluation survey because they are not sure whether an individual could come to Dr. Towers's office and demand information about who wrote a specific comment. He asked if this is possible. Dr. Towers responded that the surveys are set so that identifying information is removed, and there is no way that an individual's name or email could be identified with his or her responses; no one could recover that information because it is not recorded. Senator Boynton remarked that this is similar to the way that paper balloting has historically been done through the Faculty Senate office; ballots are distributed with a special envelope in which they must be returned so that there is only one vote per person, but it is impossible to tell who cast the ballot.

Chairperson Rock asked about the settings that CITR must input into the survey to protect confidentiality. Dr. Towers explained there is a little check box on the form that indicates the survey creators would like the identifying information removed. He works closely with the Faculty Senate Recording Secretary on surveys for Faculty Senate and its councils/committees so that everything gets done correctly. Senator Czechowski asked if this is the case for the President and Provost evaluation; Dr. Towers confirmed that identifying information is removed for that survey. He can see the aggregate responses but not the names tied to those responses. Dr. Towers can also identify who started the survey, who finished the survey, and who is in the process of taking it. He added that there is one option for voting that oftentimes is not included in surveys which allows the respondent to participate but abstain. Senator Czechowski asked if Dr. Towers foresees any problems in Faculty Senate moving towards voting electronically versus the traditional way with paper. Dr. Towers responded he does not foresee any issues that do not already exist with the traditional voting method; there is also the advantage that electronic ballots are faster and easier to count. Senator Czechowski remarked that electronic voting also saves trees; Senator Sandage added that she prefers that method because of that fact.

Senator Sandage asked about hacking concerns. Dr. Towers related that Qualtrics takes their data seriously and does security checks on their personnel, so they do a lot to protect the integrity of their product. Qualtrics verifies that people and entities like WIU own their licenses and are the actual owners of the data, not some separate entity such as Cambridge Analytics. Dr. Towers told senators that nothing is foolproof or hackproof in today's world, but he thinks Qualtrics does a very good job. Senator Boynton asked if the data from WIU goes someplace else to be processed or if it stays on campus; Dr. Towers confirmed that the data goes to a server elsewhere; it is a web interface, and he

downloads the data. Interim Provost Neumann remarked that this is similar to what occurs with Desire2Learn.

Senator Pawelko told Dr. Towers his presentation has been very helpful. She asked, for the sake of increasing participation in these surveys, if he has a canned statement that could be included on surveys to alleviate any fears from people that opt not to participate because they are not aware of this information. Dr. Towers responded he has begun developing a webpage for that purpose and will have a link to it from the CITR website. Senator Boynton agreed that it would be helpful to include a sentence verifying that if a faculty member receives an email reminder because they have not filled out the survey, it does not mean that anyone will know how they answer. Dr. Towers stated that he would like to have a message that is agreed upon jointly by himself and by Faculty Senate which could be put on all surveys, but he would not want to be the one to construct it.

Senator Pawelko remarked that the findings from the surveys showed participation from some of the colleges at an anemic 16 percent. Dr. Towers remarked that this is actually a good participation rate. Senator Pawelko thinks it is still low regarding capturing the picture that Faculty Senate would like to see. Dr. Towers related he has received comments over the years indicating that people do not believe that surveys are confidential, and he is not sure what anyone can do to convince these people because they simply will not believe that their data is safe. He added that putting a statement in the introductory email might help, but some people simply will not believe it.

3. Senator Boynton announced that Senator Dick Durbin was on campus yesterday discussing open educational resources. A panel discussion was held in Malpass Library and attracted a fairly large turnout.

4. Chairperson Rock announced that the ad hoc FYE Program Review Committee will need two more members. An interim report was presented at the last Faculty Senate meeting. Senators McIlvaine-Newsad, Macchi, and Sajewski will be continuing on the committee, and he asked other senators who are interested in serving to let him know. Incoming fall senators will also be invited to serve.

5. Chairperson Rock expressed his appreciation to senators who are rotating off of Faculty Senate for the work they performed during their tenure. Senators Lino, Pawelko, Hironimus-Wendt, Locke, Porter, Saddler, Sandage, and Roberts, as well as Chairperson Rock, will not be returning in the fall. Chairperson Rock remarked that it has been an interesting and challenging year, and he is pleased that Faculty Senate will be continuing with excellent leadership.

III. Reports of Committees and Councils

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

1. Curricular Requests from the Department of Theatre and Dance

a. Request for New Minor

i. Stage Combat

Senator Boynton observed that the new minor consists of three classes, one of which (THEA 474) can be taken three times. Theatre and Dance Chair Tammy Killian explained that THEA 474 has rotating topics. Chairperson Rock asked about the reference to weapons 1, 2, and 3 in THEA 474. Theatre and Dance professor D.C. Wright explained that the Society of American Fight Directors has eight different weapon styles

that they certify on a national level, and WIU owns all of them. Every semester Mr. Wright teaches students a different weapon style that ends with a test by the Society so that students can receive national accreditation. The Society recognizes three weapons for active combatants, and the minor is developed around those weapons in order to be recognized by the Society upon completion. Parliamentarian Kaul asked if THEA 474 is designated as a multiple titles course. Mr. Wright replied that it is; students may take up to 12 s.h. of THEA 474. Ms. Killian observed that students are certified at the end of each course and upon completion of the minor. Mr. Wright related that the department brings in a fight master from Chicago, who will arrive on the WIU campus tomorrow. Students perform scenes with fights in them, and the fight master gives students feedback and certifies them. Senator Boynton asked if Theatre majors can take the Stage Combat minor; Ms. Killians responded that they can. She compared it to students being able to major in Theatre and minor in Dance; THEA 100 is the only course that double dips.

NEW MINOR APPROVED

2. Curricular Requests from the School of Music

a. Requests for New Courses

i. MUS 321, Music Entrepreneurship for 21st Century Musicians, 2 s.h.

Senator Boynton pointed out that the Chair of the Department of Management and Marketing in his letter of support mentioned MGMT 472 and 474, but those courses are not included in the Relationship of Course to Other Departments section. Music professor Courtney Blankenship responded that Management and Marketing Chair Craig Conrad told her those courses were not regularly offered. She stated that the Department of Management and Marketing used to have a minor in Entrepreneurship but it was removed, partly because in the business world someone who studies entrepreurship might be a competitor who would to off to start their own company. She was led to believe that those courses are offered very seldom.

MUS 321 APPROVED

ii. MUS 398, Music and Politics, 3 s.h.

Senator Boynton observed that the request form indicates that this course will be submitted for Gen Ed designation, but there is currently a moratorium on all new requests. Senator Locke responded that once the moratorium is lifted the School of Music plans to submit the request.

Senator Boynton stated that when she looked for a letter of support from the Department of History, she found that it was written by Simon Cordery, who has not been chair for some time, and the current chair, Jennifer McNabb, knew nothing about this request. Dr. McNabb asked Political Science Chair Keith Boeckelman about the course, but he could not recall it. Gordon Pettit submitted a letter of support from the now eliminated Department of Philosophy and Religious Studies. Senator Boynton thinks there needs to be a practice with letters of support so that current chairs are consulted and the letters are not so out of date because some of the people that approved the course are not even at WIU

anymore. CCPI Chair Anita Hardeman agreed that is reasonable, and she will bring this back to CCPI.

Dr. Hardeman told senators the School of Music intended for this course request to be submitted a year or more ago, but the College of Fine Arts and Communication's curriculum committee lost it. She added that department chairs are notified of items on the CCPI agenda via email before every meeting. Senator Boynton related that Dr. Boeckelman is concerned because Political Science is in the process of developing a similar course; he wanted to make sure that approving this course would not make it impossible for their course to be approved at a later date. Dr. Hardeman stated that Political Science is free to do as every other department does and process their course through the proper channels, including soliciting letters from other departments. She added that Political Science would probably have to ask for support from the School of Music, but she cannot speak to the School's future decision.

Senator Allison pointed out that chairs can see the titles of courses on the CCPI agenda and be alerted, but they are being asked to do more things in their jobs, so she thinks some kind of notice beyond an agenda item might be good if a course might impact another department. Dr. Hardeman told senators she has no problem adding a procedure regarding making sure that letters of support are current to the CCPI Policies and Procedures, adding that this is the first time this situation has come up. Senator Locke stressed he was not trying to hide anything about the course, and, in fact, the chairs that provided letters of support did receive the full syllabus, which is typically not forwarded past the curriculum committee. He wrote a textbook for another class, which is why he did not bring the request forward sooner. He stressed there was no "funny business."

Senator Boynton remarked that the only prerequisite is ENG 280. Senator Locke confirmed this is correct because the course does not presume musical literacy. Senator Boynton remarked that it should be a good course for History majors to take; Senator Locke would encourage them enroll. He explained the course uses musical examples in an audio format contextualized from the perspective of a music historian. Senator Sandage stated that she taught a Music and Politics seminar once and will share with Senator Locke the good ideas she discovered when researching that class.

MUS 398 APPROVED

iii. MUS 489, Special Topics in Music History, 3 s.h.

Senator Roberts asked if there was any communication with the Department of History. Dr. Hardeman replied there was not because the course is focused on music and musical styles. She explained that Musical History is a general category within the School of Music; they may offer a topic such as Music in Paris or musical genre studies, such as symphonic music or the history of opera. She added that all examples will be musical examples.

MUS 489 APPROVED

3. <u>Curricular Requests from the Department of Broadcasting and Journalism</u>

a. Request for New Minor

i. Advertising and Public Relations

Senator Boynton expressed surprise that this minor is to be housed in the Department of Broadcasting and Journalism rather than in the Department of Management and Marketing. Chairperson Rock related that he spoke to Dr. Conrad about this and was told that Management and Marketing have stopped serving this topic area and do not have a problem with the minor. He added that Management and Marketing does not have an Advertising minor currently.

NEW MINOR APPROVED

4. Curricular Requests from the Department of Art

a. Request for Change of Option

i. Art – Teacher Education

Chairperson Rock asked if the changes are driven by accreditation; Art Department Chair Kat Myers responded that they are. Ms. Myers explained that when Art-Teacher Education was changed to an option within the Bachelor of Fine Arts last year, it was not checked by the National Association of Schools of Art and Design (NASAD) accreditation representative and was later found not to meet their standards. She said the department has been trying to correct that since this was discovered.

Senator Boynton pointed out that under Rationale for Change the form states that "With these two changes, the percentage of Art and Design in the degree would increase to 52% which is still not ideal but demonstrates progress," but the chart below this indicates that the total is 54%. Ms. Myers explained that the chart, which was submitted to NASAD, represents what the department would ideally like to be at once all changes have been approved, but currently the percentage is 52%.

CHANGE OF OPTION APPROVED

Chairperson Rock thanked CCPI for all of their hard work this year.

B. Senate Nominating Committee
(Ginny Boynton, Chair)

SENATE COUNCILS AND COMMITTEES:

Writing Instruction in the Disciplines (WID) Committee

Lorrie Kanauss, DFMH	replacing	Katherine Perone	2020	E&HS
Nathan Miczo, Communication	replacing	Amy Burke	2019	FA&C

Senator Boynton told senators these are almost the only vacancies remaining to be filled at this time for fall; the only other vacant seat is for a Quad Cities representative for the Internet Technology Advisory Committee. She asked Quad Cities senators to let her know if they know of anyone interested in filling this seat.

There were no further nominations for the two positions, and they were declared elected.

IV. Old Business – None

V. New Business – None

Chairperson Rock expressed his appreciation to the Senate Recording Secretary, noting that in addition to her duties for Faculty Senate and CCPI, she served as the recording secretary for the Provost search, which will end tomorrow, and stepped forward to take minutes for the Council on General Education/General Education Review Committee this year.

Senator Boynton thanked Chairperson Rock for his many years of service to Faculty Senate. Chairperson Rock has chaired Faculty Senate for seven years and will be retiring this year and stepping down as Senate Chair.

Motion: To adjourn (Locke)

The Faculty Senate adjourned at 5:22 p.m.

Susan Czechowski, Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary