

**WESTERN ILLINOIS UNIVERSITY**  
**FACULTY SENATE**  
*Special Meeting, 7 June 2016, 4:00 p.m.*  
**Capitol Rooms - University Union**

**ACTION MINUTES**

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

**SENATORS ABSENT:** J. Brown, D. Halverson, S. Holt, N. Lino, T. Sadler, T. Westerhold

**GUESTS:** Marjorie Allison, Lori Baker-Sperry, Bill Bailey, Andy Borst, Safoura Boukari, Erik Brooks, Amy Carr, Brian Clark, Simon Cordery, Katrina Daytner, Gloria Delany-Barmann, Hunt Dunlap, Lora Ebert-Wallace, Rich Filipink, David Haugen, Jennie Hemingway, Jim LaPrad, Ilon Lauer, Angela Lynn, Stacey Macchi, Sue Martinelli-Fernandez, Kyle Mayborn, Patrick McGinty, Heather McIlvaine-Newsad, Lea Monahan, Jo-Ann Morgan, Russ Morgan, Mark Mossman, Nancy Parsons, Jennifer Plos, Renee Polubinsky, Brian Powell, Sue Romano, Mallory Sajewski, Diane Sandage, Gary Schmidt, Bill Thompson, Ron Williams, Dan Yoder, Linda Zellmer

I. Announcements

Chairperson Pynes thanked senators for attending the special meeting. He related that WIU Attorney Rica Calhoun called him yesterday to inform him that today's special meeting would violate the Fair Labor Standards Act, 29 CFR 553 (Section 553.102). Chairperson Pynes informed Attorney Calhoun that the Faculty Senate Constitution allows Senate chairs to call special meetings and that these can occur over the summer. Article V of the Constitution states that Faculty Senate "shall be subject to call during the summer session" and that "special meetings may be called by either the Chairperson of the Senate or the President of the University..." Chairperson Pynes informed Attorney Calhoun that CAGAS also meets over the summer; she thought that CAGAS members were paid for that service, but they are not. Attorney Calhoun told Chairperson Pynes that he would not be protected if he called a special summer meeting; he informed her that if she believes senators should be paid to attend, then she will need to find the money to do so, but Attorney Calhoun informed him that she could not authorize payment.

Chairperson Pynes informed those present that he does not believe he is in violation of the law by calling a special meeting over the summer months. He believes that Attorney Calhoun's phone call is one example of an increase by the University into decisions about off-contract time and illustrates one of the reasons that faculty governance needs to be taken seriously and to be considered a 12-month job.

A. Approvals from the President and Provost

1. Approvals from the President

- a. Associate of Science degree will not waive WIU's Gen Ed requirements

2. Approvals from the Provost

- a. Requests for New Courses

- (1) ANTH 215, Fantastic Archaeology: Ancient Astronauts, Shape Shifters, and Bigfoot, 3 s.h.
- (2) ARTS 115, Digital Design, 3 s.h.
- (3) ARTS 250, Introduction to Painting, 3 s.h.
- (4) ARTS 265, Introduction to Printmaking, 3 s.h.
- (5) ENGR 322, Mechanical Design II, 3 s.h.

- (6) ENGR 452, Geotechnical Engineering, 3 s.h.
- (7) LEJA 202, Introduction to Corrections, 3 s.h.
  
- b. Request for New Minor
  - (1) Corrections
  
- c. Request for Change of Minor
  - (1) Journalism
  
- d. Request for New Major
  - (1) Mechanical Engineering
  
- e. Requests for Changes to Majors
  - (1) Bachelor of Arts in Art – Graphic Design Option
  - (2) Bachelor of Arts in Art – Studio Option
  - (3) Bachelor of Arts in Art – Teacher Education Option
  - (4) Bachelor of Fine Arts – Art Option
  - (5) Bachelor of Fine Arts – Graphic Design Option
  - (6) Engineering
  - (7) Foreign Languages and Cultures
  - (8) Public Health
  
- f. Request for Change of Option
  - (1) Environmental Biology
  
- g. Request for Inclusion in General Education
  - (1) MICR 200, Introductory Microbiology, 4 s.h.

Chairperson Pynes noted that every curricular request approved by Faculty Senate and submitted to the Interim Provost was approved by her except the change to the Philosophy major to incorporate Religious Studies as an option. He pointed out that although the Senate Constitution requires provosts to respond to items sent to them for consideration within 30 days, it has been three months since the request was approved and sent to the Interim Provost.

**B. Provost's Report**

Interim Provost Neumann announced that 325 graduating students received some kind of honors designation. Eight doctoral degrees were awarded at the May ceremony, as well as 371 master's degrees and 1,427 undergraduate degrees. Interim Provost Neumann expressed congratulations to the School of Law Enforcement and Justice Administration, who had the largest number of undergraduates with 379 receiving degrees, and the School of Computer Sciences, who awarded the most graduate degrees at 73. She informed senators that four majors awarded only one undergraduate degree each, and one graduate area awarded only four master's degrees.

Interim Provost Neumann announced that Summer Orientation and Registration (SOAR) is underway and sessions are full with a little under 200 attendees for each.

Interim Provost Neumann told senators there seems to be a lot of miscommunication regarding the resolution before the Board of Trustees to eliminate four academic majors (Philosophy, Religious Studies, Women's Studies, and African American Studies). She stressed that if the proposal is approved, no further students will be accepted into these majors, which will be phased out;

existing students will be provided with plans of study for completing their degrees. She added that elimination of the majors does not mean that the minors, where applicable, will also be eliminated; additionally, courses in those content areas will not be eliminated from General Education offerings. Interim Provost Neumann stressed that she appreciates the value all of these areas provide for Western's foundational General Education and has never said that the minors or content areas would be eliminated.

Interim Provost Neumann stated that the decision regarding elimination of the four majors is not directly related to the fiscal crisis in Illinois. She related that during several faculty assemblies over the past few years, both Admissions Director Andy Borst and Budget Director Matt Bierman predicted that both enrollment and state funding would decrease in the coming years. Former Provost Ken Hawkinson in August 2014 announced that low-enrolled programs would be reviewed, and in February 2015 he announced a list of programs that would be eliminated and indicated that additional program reviews would be needed. At the fall 2015 faculty assembly it was announced that new curricular proposals would need to align with enrollment, student credit hour production, and market need, while in December it was announced that some programs would need to be eliminated or phased out.

Interim Provost Neumann stated that, despite these announcements, some members of the University community seem to be in denial or disbelief that any majors will need to be eliminated or phased out. She said that while some of the miscommunication or omission of factual information is unintentional, it seems that some is very intentional and calculated, which is disappointing since there have been years of warnings that WIU is in a transformational time and the University will look different in the future and cannot be all things to all people. She stated that petitions being circulated on social media contain misinformation and should not be excused.

Interim Provost Neumann has received messages of concern from many individuals regarding the possibility of eliminating any programs. Some of these messages are from people with no personal connection to WIU or the affected content areas or majors. She said that most communication has been very professional and articulate; many have been supportive, and some have included creative ideas and talking points for dialogue to move the University forward. Interim Provost Neumann stressed that everyone needs to continue to be committed to WIU's mission and its ability to offer quality comprehensive and well-rounded programs to its diverse student body.

C. Student Government Association (SGA) Report – None

D. Other Announcements – None

II. Reports of Committees and Councils – None

III. Old Business – None

IV. New Business

A. Appointment of John Bambenek as Faculty Representative to the Illinois Board of Higher Education (IBHE)

Chairperson Pynes was contacted by the Council for Illinois University Senates regarding this appointment. Many senate chairs across the state have submitted letters of concern to Governor Rauner and to the IBHE Executive Appointment Committee asking for Mr. Bambenek to be rejected as an appointee. These letters were included in Senate packets, and Chairperson Pynes noted that Southern Illinois University-Edwardsville and Northern Illinois University submitted letters after the packets went out. He asked Faculty Senate to consider sending the following letter, which is similar to those sent by other universities, to Senator Antonio Muñoz, Assistant Majority Leader and Chair of the Illinois Senate Executive Appointments Committee:

The Western Illinois University Faculty Senate opposes Governor Rauner's appointment of Mr. John Bambenek from Champaign to serve as sole Faculty Representative on the Illinois Board of Higher Education (IBHE). We concur with our faculty colleagues at the University of Illinois at Chicago, Northeastern Illinois University, Northern Illinois University, Southern Illinois University-Edwardsville, and the Faculty Advisory Council of the Illinois Board of Higher Education that Mr. Bambenek is both unqualified and ineligible to serve as a faculty representative at UIUC and thus is unqualified and ineligible to represent faculty across the state on the IBHE.

We request that the Executive Appointments Committee deny confirmation of Mr. Bambenek and instead ask Governor Rauner to submit a faculty appointee who is both qualified and eligible to represent the faculty at all our universities.

Chairperson Pynes explained that Mr. Bambenek teaches one class per year at the University of Illinois-Urbana/Champaign and would not qualify to serve on their own faculty senate. He said that Mr. Bambenek has odd views on what it means to be an academic; he is opposed to tenure and to academic freedom, does not believe evolution is true, and supports teaching intelligent design in science classes. Senator Boynton asked what the deadline is for the approval process. Chairperson Pynes responded that he learned about the appointment in early May; he then contacted the senate chair at the University of Illinois-Urbana/Champaign to ask permission to post on the Leiter Reports philosophy blog regarding this issue. He was subsequently contacted by a faculty member at the University of Illinois-Chicago who felt that the fact that Mr. Bambenek is not tenure track or eligible for their own senate makes the case that he is not the kind of person that should represent faculty statewide. Chairperson Pynes was contacted by Steve Rock, who represents WIU on the IBHE Faculty Advisory Council, asking for Faculty Senate to discuss this issue. Chairperson Pynes said that most state senates would like to see the IBHE Faculty Advisory Council submit names to the Governor from which he could choose an appointee. Senator Boynton asked if the Illinois Senate is the body that approves the appointment; Chairperson Pynes confirmed this.

Senator Hironimus-Wendt pointed out that Mr. Bambenek does not have a terminal degree in his own discipline; he has a bachelor's degree, may or may not have a master's degree in theology, and teaches one graduate-level class in cybersecurity. He stated that Mr. Bambenek is an adjunct professor so is on an annual contract which could be dismissed at any point. Senator Hironimus-Wendt thinks Mr. Bambenek is completely unqualified to represent his views as a faculty member and pointed out that this individual would not be allowed to serve on WIU's Faculty Senate. He is opposed to Mr. Bambenek being allowed to represent WIU's faculty regardless of his position on academic freedom.

Senator Myers asked if individuals will be allowed to testify at the confirmation hearing or whether the Senate Executive Appointments Committee will meet and make their selection without hearing arguments in favor or opposed; Chairperson Pynes does not know the answer to this question. Senator Myers asked if someone should attend the meeting to indicate in person how WIU faculty feel about the appointment; Chairperson Pynes responded that if Faculty Senate wishes to object to the appointment and believe he needs to testify in person, he is willing to do so. Chairperson Pynes said he is willing to add to the letter a willingness to attend the meeting in person if necessary.

**Motion:** To approve sending the letter as the will of WIU's Faculty Senate and to ask Chairperson Pynes to represent Faculty Senate as Chair if there is a hearing (Boynton/Pawelko)

Senator Pawelko suggested that the IBHE Electorate Qualifications be included in the letter in support of the statement that "Mr. Bambenek is both unqualified and ineligible." Senator Boynton approved this suggestion as a friendly amendment to the motion.

Senator Roberts asked if the appointment of Mr. Bambenek would set a precedent for him to be eligible for his own faculty senate. Chairperson Pynes responded that being appointed to the IBHE

would not make him eligible for his own faculty senate because the bylaws at his university are separate.

Senator Hironimus-Wendt suggested that the last sentence of the first paragraph – “...thus is unqualified and ineligible to represent faculty across the state on the IBHE” – be changed to “thus is unqualified and ineligible to represent faculty at Western Illinois University” to make it clear that Mr. Bambenek is not eligible to represent WIU’s faculty. This statement was accepted as a friendly amendment by Senators Boynton and Pawelko.

UPI President Bill Thompson pointed out that the IBHE website currently lists Mr. Bambenek as a board member. He asked if Mr. Bambenek was a recess appointment. Chairperson Pynes responded that he was told by the members of the Council on Illinois University Senates that the appointment has to go through Senator Muñoz’s committee. Dr. Thompson said it appears that Mr. Bambenek is currently a functioning member although this appointment must still be approved.

**MOTION APPROVED WITH FRIENDLY AMENDMENTS 17 YES – 0 NO – 0 AB**

B. Faculty Senate Response to the Report from the Academic Program Elimination Review (APER) Committee

Chairperson Pynes related that faculty have asked him whether Faculty Senate plans to respond to the APER report. He added that reports occurring at the end of the year make it difficult for faculty to feel that they have sufficient input. Senator Boynton stated that although APER is not a Senate committee, she wishes to express her appreciation for the tremendous amount of work that committee members did in addition to their other professional responsibilities. She imagines that much of the work was soul crushing and appreciates the committee members’ willingness to take it on. Senator Solomonson also expressed his appreciation for the committee’s hard work.

English professor Marjorie Allison echoed Chairperson Pynes’s remarks about the timing of the report. She recognizes that the committee worked under time constraints and is disappointed that the report came out after faculty disbanded. She pointed out that many faculty are not on the clock, and it is difficult at this time of year to have conversations with faculty in one’s own or other departments, so the timing was unfortunate.

C. Consent Agenda for the Board of Trustees Meeting on June 10, 2016

Chairperson Pynes related that as Chair of one of the four governance groups that report at Board of Trustees (BOT) meetings, he has to submit a consent agenda. He related that generally there is nothing controversial, and the process is fairly perfunctory; because things have been uncomplicated for so long, Senate chairs generally write the reports to the BOT without consulting the full Senate. Chairperson Pynes did not feel, however, that he could agree or consent on behalf of the entire body of the Faculty Senate to some of the items on the BOT agenda for June 10. He wishes to bring these items to the Senate because it is a representative body and he needs input, and he offered to discuss other items on the consent agenda for which senators may have questions or concerns. He has asked Teresa Koltzenburg, President of the Council for Administrative Personnel, to indicate that Faculty Senate could not consent in advance to some specific agenda items but that Chairperson Pynes will present the response of the Senate at Friday’s meeting.

Senator Keist asked what will happen if Faculty Senate does not consent to an agenda item; Chairperson Pynes responded that it will simply indicate that the Senate does not consent. He admitted that this will represent a mild protest or rebuke of the issue but will not have any formal force. Chairperson DeVolder stated that normally when there is nothing controversial, the consent agenda tells the BOT that the governance groups support everything, so if the items in question are excluded it will indicate to the BOT that Faculty Senate does not support them.

Resolution No. 16.6/9, Higher Values in Higher Education 2016-2026, p. 87 of the BOT packet. Chairperson Pynes told senators that President Thomas and Vice President Rives have crafted a

new vision for the University over the past approximately two and a half months. The new vision states that “Western Illinois University will be the leader in educational quality, opportunity, and affordability among regional public universities.” A section titled Our Niche states “Providing from day one of the student’s experience high impact, applied learning experiences inside and outside of the classroom, leading to employment and/or graduate school placement upon graduation.” Chairperson Pynes pointed out that this language is entirely new. He is concerned that the Executive Summary on p. 89 indicates steps to “stabilize enrollment” but does indicate how many students are expected to enroll at WIU. He informed senators that FTE is down 29 percent on the Macomb campus from AY 2006-07 to AY 2015-16, which coincides with the years that Dr. Thomas served as Provost and President. Chairperson Pynes thinks senators should consider whether they can consent to reorganizing the University and its programs if the vision for the University does not include a target number for enrollment when that enrollment has been declining for the past nine consecutive years. Chairperson Pynes related that when he sat on the Provost’s Academic Task Force he continually asked how big WIU expects to be but never received an answer. He noted that many programs are noted as “excellent and foundational” but some of those are scheduled for extinction. He asked whether senators wish to consent to a vision that was put together in the last two months, which very few faculty have seen, and which includes no real numbers or real analysis to tell where the University is going and what it plans to do.

Senator Boynton related that when the earlier version of this document was originally created, there were a number of committee meetings related to its announcement and Faculty Senate was consulted a number of times with various drafts; by comparison, this document seems to have popped up from nowhere. She stated that Vice President Rives told Faculty Senate that he would be developing a strategic plan, but that was the extent of the consulting. Senator Boynton is concerned about why the University is trying to throw something like this together; she does not think a long-term strategic plan should come out of a month of non-consultations with all of the bodies that are affected by it.

**Motion:** Not to consent to general discussion and action items 16.6/9 because the Faculty Senate was not consulted about it (Boynton/Kapale)

Dr. Thompson told senators that some faculty, including himself, Marjorie Allison and Sue Romano, spoke with the Executive Director of the IBHE, James Applegate, last week, and this document is similar to Dr. Applegate’s vision for regional institutions. Dr. Thompson stated that Dr. Applegate wants regional institutions to be more applied and/or vocational and more economically focused on the region. He said Dr. Applegate also wants to see larger classes, more technology used in the classroom, and more online classes. Dr. Thompson said Dr. Applegate believes the future of WIU is the “tens of thousands” of adult learners in this region. Dr. Thompson stated that while this is a coherent vision, it may not be one that WIU faculty wish to support. Dr. Thompson believes this vision is a more European idea of what higher education might do and is less focused on a traditional American model, which Dr. Applegate says is not sustainable; in France, for example, it is not unique to have narrowly focused institutions of higher education. He thinks WIU’s faculty need to ask if this vision should be WIU’s vision. Chairperson Pynes added that Dr. Applegate came to the IBHE from the Lumina Foundation, which according to their website is “an independent, private foundation committed to increasing the proportion of Americans with degrees, certificates, and other high-quality credentials.” He said the Lumina Foundation wants 60 percent of Illinois (and all American) adults from 24-64 to have a college degree or certification by 2025, and they operate in a way that is very geographic; if a person wanted a certain degree program, they would have to travel to the state institution that offered that specific program. Chairperson Pynes said this fails to take into account the mission of a regional institution like WIU where students can be geographically bound and still be able to study specific fields without traveling long distances to do so. Dr. Allison told senators that Dr. Applegate admitted that most college students will not travel more than 50 miles from their homes to attend college, but he thinks they will have to do so in the future. She said Dr. Applegate recommends classes be offered in non-traditional settings such as malls and be incentivized and more creative. She added that Dr. Applegate repeatedly stated told the WIU representatives that their vision of

higher education is not sustainable. Chairperson Pynes said Dr. Applegate seems not to understand that providing educational opportunity and access is part of WIU's mission.

Senator Hironimus-Wendt stated that while this may not be an appropriate place for a referendum on Dr. Applegate, he is hearing concerns that there may be significant changes which come out of the proposed Higher Values in Higher Education document, and he is not willing to consent to it until he reads it more carefully. Senator Myers asked if it could be added to the motion that Faculty Senate does not reject the document but wishes to have more time to read it and provide additional input as to where the University may be headed. Senators Boynton and Kapale accepted this statement as a friendly amendment with the proviso that it be specified that faculty be allowed to provide input *during the academic year*.

**MOTION WITH FRIENDLY AMENDMENT APPROVED 17 YES – 0 NO – 0 AB**

Resolution No. 16.6/5, Academic Program Review Recommendations, p. 45 of the BOT packet. History professor Rich Filipink pointed out that the APER Committee did not recommend eliminating three of the four programs recommended for elimination to the BOT by Interim Provost Neumann. The committee recommended that Religious Studies be melded into Philosophy but did not recommend elimination of Women's Studies, Philosophy, or African American Studies. He said the recommendation being presented to the BOT is that of WIU's administration, not the APER committee. Interim Provost Neumann stated that the resolution does not say that the APER Committee made the recommendations, but Dr. Filipink asserted that this is the implication and is how some faculty have been interpreting the recommendations. Chairperson Pynes explained that Interim Provost Neumann is trying to say that the Academic Program Review is broader than the Academic Program Review Committee. Senator Silberer pointed out that Faculty Senate was aware going into this process that the APER Committee would only be providing a recommendation and that the final decision would be made by the Interim Provost.

Senator Boynton asked if at this time Philosophy professor David Haugen could read his petition to the BOT into the minutes:

**Whereas** the Provost's Academic Enhancement Task Force identified philosophy as one of six foundational disciplines for Western Illinois University in the fall of 2015;

**Whereas** the Academic Program Elimination Review Committee recommended, "that the administration retain the Philosophy Program (major) on the condition that the program complete the curriculum revision that will include Religious Studies as an option in the Philosophy major;"

**Whereas** the Academic Program Elimination Review Committee stated that, "If the university were to reduce its support for the program (major) in Philosophy, it would be seen as potentially compromising its commitment to academic excellence and Western's identity as a comprehensive university;"

**Whereas** the Philosophy program clearly supports all four core values and is central to the mission of the university;

**Whereas** the Philosophy program has increased the number of majors by 25% from the fall of 2011 to the spring of 2016;

**Whereas** in the past six years, the Philosophy program lost three faculty members whose courses enrolled at greater than 95% of capacity, yet were not replaced;

**Whereas** the Philosophy program's reduction in student credit hour production and general education enrollments were less than the proportion of the reduction in faculty members in the timeframe evaluated;

**Whereas** the study of philosophy makes non-majors more proficient in their own discipline through the development of valuable critical thinking skills, communication skills, and reflection on values and ethics;

**Whereas** philosophy majors demonstrate their excellence in critical thinking and writing skills by having the highest average scores on the GRE, the highest average scores on the LSAT among common majors for law school, and the third highest average scores on the GMAT;

**Be it resolved** that we, the undersigned request that the Western Illinois University Board of Trustees not approve Resolution 16.6/5, but instead retain the philosophy major with the addition of a religious studies option as recommended by the Academic Program Elimination Review Committee.

Senator Boynton asked if this represents a petition or a resolution and whether it could be a resolution of the Senate. Chairperson Pynes responded that if someone wished to make a motion it could become a resolution of the Senate if approved.

**Motion:** That Faculty Senate adopt Dr. Haugen's document as a resolution of the Senate, changing the last line to "the Faculty Senate" rather than "we, the undersigned" (Boynton)

Senator Boynton asked if African American Studies or Women's Studies have similar resolutions or appeals. African American Studies professor Safoura Boukari responded that the department has not prepared a resolution but does have similar ideas. African American Studies/Art professor Jo-Ann Morgan added that while she has not prepared a petition, she has been gathering testimonials from a number of students which she could read into the record.

Interim Provost Neumann noted that the second "whereas" should be changed to "a majority of the Academic Program Review Committee recommended..."

Senator Hironimus-Wendt thanked Dr. Haugen for his language and sentiment. He is concerned that Dr. Haugen's document ignores African American and Women's Studies. He believes that if Faculty Senate speaks to save Philosophy but does not speak to save other areas, the Senate will be acting inappropriately. He reminded senators that they are currently considering whether to not to consent to elimination of four programs, and he believes the Senate will probably unanimously vote not to give their consent. Senator Hironimus-Wendt pointed out that the resolution by Dr. Haugen says the same thing but uses more formal language and excludes Women's Studies and African American Studies, which would force senators to craft on the Senate floor a proposal which incorporates these disciplines. Senator Hironimus-Wendt, as a senator at-large, is uncomfortable with Faculty Senate supporting of one major to the exclusion of two others.

Chairperson Pynes pointed out that Dr. Haugen's petition/resolution asks the Board of Trustees not to approve Resolution 16.6/5. He reminded senators that there is also a motion on the floor that has not been seconded and for which comments are being accepted.

#### **MOTION DIED FOR LACK OF A SECOND**

Senator Hironimus-Wendt said he is against consenting to the elimination of the four programs. He pointed out that many faculty have PhDs, so the elimination of the Philosophy program makes no sense. Senator Hironimus-Wendt's research is in gender inequality and labor markets, so there are a host of intellectual reasons why he cannot support elimination of the other two programs. He added that as a senator at-large, he knows faculty sentiment is opposed to the elimination of the four programs, so he will vote in favor of not consenting to the resolution before the BOT on partly professional and partly moral grounds.

**Motion:** That the Faculty Senate not consent to the elimination of the four academic programs (Hironimus-Wendt/Pawelko)

Dr. Morgan pointed out that a faculty committee spent a lot of time looking into whether the four programs should be eliminated and recommended ways of keeping the complete major in most cases, but the BOT agenda item on p. 45 recommends something altogether different. She pointed out that in the case of African American Studies the APER Committee recommended “the administration find ways of maintaining the complete major option, the minor, and the current AAS Program (major) faculty.” (APER report, page 4) Dr. Morgan stated that the wide gap between what the APER Committee recommended and the recommendation made to the BOT begs the question of what the point was of constituting the APER Committee. Chairperson Pynes asked how Interim Provost Neumann determined the four programs for elimination. Interim Provost Neumann responded that these programs continue to have a low number of majors enrolled and continue to confer an extremely low number of degrees every year. She believes WIU is at the point where low enrolled programs need to be assessed in order to be good stewards of the University’s resources. She stressed that the elimination of these majors does not mean that minors will be eliminated or that their courses will not continue to be part of General Education but just that the majors will be phased out if approved by the BOT.

Dr. Allison told senators that the WIU representatives asked Dr. Applegate what should happen if universities dip below the new IBHE standards of 40 students enrolled in undergraduate majors and nine graduates per year. He responded only that this should trigger a conversation. She added that the APER Report indicates that there may be the opportunity to change or reorganize, but it does not recommend eliminations. She thinks there is an interesting difference between what Dr. Applegate is saying and what is happening on the WIU campus.

Dr. Morgan pointed out that while things can be measured by numbers, that is just one criterion, and she thinks African American Studies can make a case using other criteria, such as how many students in the department are double majors. Dr. Morgan’s average course ratio is 1:25 and has been for the past several years, which is higher than the campus standard. She believes the entity not being taken into account is the students and read some of their testimonials:

- From a student majoring in Dance (not African American Studies): “By cutting the African American Studies major you are taking away part of what makes Western so unique. Black studies are an attestation to the diversity of this school.”
- “Eliminating AAS courses is basically saying you want to decrease the population of African American students. When we see these African American course instructors having degrees, [it] gives us African Americans students hope that we can go far, that receiving an education is more important than just punching in everyday at a 9-5 job making minimum wage.”
- “Since I have enrolled in these courses, I have increased my self-esteem and self-worth. Due to this discovery of my Black Identity, I decided to declare a double major in African American studies. If this department were eliminated, I would be affected immensely, along with my peers.”
- From an African American Studies student who graduated two years ago, now teaches in Chicago Public Schools, and who has appeared in promotional advertising for WIU: “They can use my face for advertisement but they can vote to cut out my culture. Something is not right. They can use us to seem more diverse but they vote to cut out our culture. What does that say to not only the African American community but to the world?”

Religious Studies professor Amy Carr remarked that the IBHE has jumped from currently recommending 25 majors in a program to 40 under the new guidelines, so there may be other programs that will potentially come under review. She stated that the only state universities with 40 undergraduate students majoring in Philosophy are Illinois State and the University of Illinois-Urbana/Champaign, and no state universities would be able to offer a degree in African American

Studies under the new guidelines. She asked whether Illinois students are expected to now have no access to some of these majors or be expected to go to one of only two state schools. Chairperson Pynes stated that the IBHE guidelines are reporting standards; they indicate that universities with programs that fall below these standards must report them. He pointed out that WIU's Physics program does not meet the new standards but the university has decided to justify it.

Senator Boynton pointed out that Higher Values in Higher Education talks about diversity, and two of the programs that are being considered for elimination help increase diversity, so to eliminate them goes counter to WIU's stated values.

Dr. Filipink agreed with Chairperson Pynes that the IBHE guidelines are reporting standards and are not "hard and fast"; they do nothing other than establish a report to the IBHE. He asked Interim Provost Neumann why she did not approve the change to the Philosophy major to eliminate the Religious Studies major and incorporate it as an option of that program. Interim Provost Neumann responded that the request approved by the Faculty Senate was being held pending the APER report since both programs were under review. She added that the request is now being held pending the BOT approval. She apologized for not getting back to the Faculty Senate sooner with the status of the request. Dr. Filipink observed that if the request was being held pending the APER report and the APER Committee recommended adopting the change, reporting that to the Senate would probably have been in her best interest.

Dr. Thompson related that when elimination of programs was discussed with Dr. Applegate, he talked about his experience with a previous institution where these ratios were imposed and it was found that the Spanish program did not have appropriate numbers; Dr. Applegate used that as a kind of goad for the department to work on their curriculum, and they vocationalized it to offer classes such as Spanish for Business and Spanish for Law Enforcement. Dr. Thompson stated that one of his concerns since former Provost Hawkinson presented the original list for review on February 19, 2015, is that it does not seem that programs are being given a lot of time to implement changes and see if they will bear fruit. He says programs have not had the opportunity to implement changes, then wait for two to four years and see if they have met their particular targets. Dr. Thompson understands that WIU is in difficult financial straits and wants to move salary resources from one area to another to hire new faculty in priority areas, but he thinks this process feels rushed and these disciplines all need more time. He believes these programs could be put on a clock, but stressed they need sufficient time to show whether they can turn themselves around. He pointed out that the APER report recommends that the programs be reevaluated in two years, which is a plea for more time. Dr. Thompson said the answer may be that WIU does not have more time to give, but if that is the case that needs to be explained.

Senator Keist asked if the majors could be combined into one program with different disciplines in order to increase enrollment rather than eliminate all of the programs. Chairperson Pynes asked to speak as a senator rather than Chair, and passed the gavel to Vice Chair Myers. He believes that WIU's administration over the past few years has ignored the fact that what is occurring is not an Illinois budget crisis but a crisis of enrollment at Western Illinois University. He pointed out that all of the programs slated for elimination are only offered on the Macomb campus, which has seen enrollment fall 29 percent since fall 2006. He noted that programs that have few faculty are systematically harmed by these kinds of reductions in enrollment because there are not that many students to spread around, and if faculty are not available to teach the courses, there will not be sufficient student credit hour production. Senator Pynes reminded senators that the APER Committee is created in order to justify elimination of faculty lines. He believes it is unfair to tell a program that has been operating for 30 years that there is a new reporting standard that is being implemented as an operating standard for the University, and if they don't get their enrollments up within two years they will be eliminated. He does not think this is the sort of thing that WIU faculty should stand for.

Senator Pynes stated that faculty are not responsible for bringing students to WIU. He observed that after nine years of declining enrollments it is clear that the administration needs to figure out a way to eliminate faculty, and with the Union and the administration unable to come to agreement

one of the easiest ways to do that is to eliminate programs. He added that the easiest programs to eliminate are those that are the smallest and appear to be the most vulnerable irrespective of the education those students receive or the quality of the faculty in those programs. Senator Pynes stated that small departments have less people and less time for those people to “get their fingers into the political stream of the University.” He pointed out that three senators are from the Department of History because there are many historians in the department and their faculty are well known, but Philosophy has a chair and three philosophers so they may not be as well-known or seem invisible on the campus. Senator Pynes believes that attacking small programs that are only offered on the Macomb campus and suffer from the neglect of nine years of down enrollment shows poor leadership from the top down. He added that these are his views as a senator, and he will be voting for not consent. Chairperson Pynes took the gavel back from Vice Chair Myers.

Senator Boynton recalled that Interim Provost Neumann stated that the program elimination recommendations are not related to the current financial crisis; she asked why there is then a rush to eliminate the programs rather than waiting to see what results from the APER recommendations. Interim Provost Neumann responded that WIU has seen years of less funding from the state and low enrollments, with predictions that this will continue, and the point has been reached where decisions must be made because WIU cannot continue being all things to all people.

Educational Studies professor Jim LaPrad, who is Co-Director of the Expanding Cultural Diversity Project, a faculty organization to promote diversity at WIU, sees the possible elimination of the Women’s Studies and African American Studies majors as grave concerns with diversity implications on the Macomb campus. He stated that the make-up of WIU’s student body has changed because of programs like African American Studies, which give the campus a different look. He added that populations of Latino and Hispanic students are growing in the state, and the African American Studies program may give people hope for a Latino Studies minor. He pointed out that Women’s Studies is also directed toward issues of marginalization in society. Dr. LaPrad believes that elimination of these two social justice programs will change the face of WIU.

Interim Provost Neumann stated that through FY 15, even counting second majors, African American Studies had 20 majors, Women’s Studies had 11, Religious Studies had six, and Philosophy had 22. Degrees conferred on a five-year average (excluding May 2016) were 2.6 per year for African American Studies, 3.4 per year for Women’s Studies, 2.6 per year for Religious Studies, and 3.8 for Philosophy. In May 2016, Philosophy, Religious Studies, and Women’s Studies all graduated one apiece; African American Studies graduated three students. Interim Provost Neumann stressed that she is not advocating that WIU do away with the minors in these programs, their General Education classes, or other good things that surround these areas and help diversity. She stated that the numbers indicate that WIU students are not gravitating toward those majors and have not done so for a long time, and those resources needed to be realigned.

Chairperson Pynes asked how many faculty are needed to service a minor; Interim Provost Neumann responded that would depend on the minor. Chairperson Pynes stated that if the issue is one of saving faculty resources, there are not a lot of faculty members in these programs, typically only three or four, so the question of how many faculty are needed to run a minor needs to be asked. Interim Provost Neumann responded that there will be no staffing changes for the coming academic year; subsequent staffing changes would be based upon number in those areas. Chairperson Pynes stated that enrollment is a different answer than how many faculty are needed to staff a minor. Interim Provost Neumann clarified that there are 18-24 hours in a minor, and the number of faculty needed depends upon how many students are enrolled. Chairperson Pynes asked how many minors per faculty members are expected if the programs are eliminated. Interim Provost Neumann replied that this seems to be a loaded question because there are other things to consider about each of the programs, including their contributions toward General Education and other areas of the University. Chairperson Pynes questioned why there is a need to eliminate the four majors but keep the minors since it seems that the University is basically getting the majors for free when the faculty are needed to teach other courses.

Dr. Allison agreed with Dr. LaPrad that part of the problem with eliminating the majors is with optics, and agreed with Chairperson Pynes that if faculty must be retained to teach the minors there does not seem to be any savings associated with the elimination. She pointed out that certain majors will never graduate a lot of students, and enrollment has gone down in most majors, particularly within the Humanities. She asked why it should matter that the smaller programs saw reductions in enrollment when the proportion is the same as that of larger majors. Dr. Allison added that if WIU wants to see students who are impassioned and want to see their identities represented on campus, it is to the University's benefit to offer these types of majors. She warned that if they are eliminated, WIU will show up in *The Chronicle of Higher Education* more often than it already is. Interim Provost Neumann pointed out that the number of graduates in the Department of English has gone up; Dr. Allison responded that it varies, but she has fewer students in her classes and the department does not have the 200 majors that they had when she was hired.

Philosophy professor Brian Powell stated that Philosophy has 24-25 majors, which is a lot for its size, and four faculty, including its chair. The major to faculty ratio for Philosophy is 6:1, well above the average. He asked that WIU treat the Philosophy, Religious Studies, Women's Studies, and African American Studies majors like it treats the football program: football loses money, but it raises the profile of the University and attracts students. He asserted that retaining the four majors helps WIU's status as a quality comprehensive university. He pointed out that WIU has a lot of African American and female students and wonders if the University will be able to attract and retain these students if the majors in question are eliminated. He stressed that WIU needs to treat these majors like the football team is treated, realizing that they have value beyond the numbers calculation and help the University to have a better quality of students. Chairperson Pynes agreed that having these programs makes for a better university, which is an actual issue rather than a perception issue, and they are not as expensive nor lose as much money as the football program.

Women's Studies professor Lori Baker-Sperry thanked Faculty Senate for taking this issue seriously and discussing it. She recalled that it has only been a little over a decade since Women's Studies was a minor; it became a major before becoming a department and grew over time. Dr. Baker-Sperry stated that SCH production for Women's Studies is very high because they teach a lot of Gen Ed classes. She said part of the reason that Women's Studies did not offer to be included in the Philosophy resolution is that each of the programs is very individual. She stated that Women's Studies has been on the review list since former Provost Hawkinson first announced it, but the department has always been trying to grow and was not sure what they could do differently. They have already been hit by the recent layoffs. Dr. Baker-Sperry said the issue is not only an organizational and philosophical question but a question of people as well. She noted that the fifth goal of General Education is about commitment to diversity and understanding different perspectives, which is part of the mission of WIU. She stated that if program elimination does not really mean total program elimination, she thinks Women's Studies can stick through it and grow again; however, if program elimination means that Women's Studies is gone, that sends a problematic message to WIU's students. Dr. Baker-Sperry stated that students who take Women's Studies classes are much more diverse than WIU's student population in general; they include a number of students of color from many geographic regions, and both men and women from many socioeconomic backgrounds. She stated that Women's Studies is uniquely different, and students feel that message.

Senator Pawelko expressed concerns about the cost savings since programs would still offer minors after majors were eliminated. She has not seen concrete figures detailing the savings and has not seen discussion of the impact of these minors and courses on other related fields as part of the metric. She noted that the Honors program has students in Pre-Law who need philosophy and ethics classes to successfully pass the LSAT exams. Senator Pawelko is concerned about the collateral damage on related programs in high-caliber areas such as the Honors College that need the support of the smaller programs slated for elimination. She wonders what impact the eliminations will have on WIU's ability to draw enrollment of high-caliber students, noting that the Honors program has grown by over 200 students in the past few years.

Senator Pawelko noted that Geography, which was also reviewed by the APER Committee, is growing its GIS program, which is essential to the Department of Recreation, Parks and Tourism Administration. She explained this field of study is essential for RPTA Natural Resource Management students to be able to compete for federal jobs, for which WIU students have been very successful. RPTA students must have a strong “-ology” area (Sociology, Anthropology, Biology, etc.) as well as GIS because employers want graduates to be able to use technology in the field for mapping, trails, natural resource aerial evaluation, etc. She stressed that WIU students would not be able to compete for viable internships without GIS classes, and these internships are stepping stones for premiere jobs, such as with the Army Corps of Engineers, the national park and forest services, and the Bureau of Land Management. Senator Pawelko related that over the past few years RPTA has had a very successful track record placing its students in areas where they get positions, and that is very difficult in today’s job market. She said examples of this type of collateral damage has not featured in the discussions of eliminating majors, and she does not see how this can be done without harming other majors in very significant ways

Senator Pawelko is concerned that WIU is viewing course offerings in a very container-oriented manner and not seeing the interdisciplinary nature of courses. RPTA emphasizes the need for its students to take Business courses such as Finance and Marketing if they want to be successful, and Senator Pawelko believes their students are successful because they have a broad educational basis that they can tap into. She thinks this container mentality is concerning for the future of WIU. She also asked what kind of erosion of faculty will occur if only minors are offered in the Departments of Philosophy and Religious Studies, Women’s Studies, and African American Studies. She suspects that junior faculty will see the writing on the wall and leave WIU. She realizes there is currently a freeze on faculty hiring, but she wonders about the vision for opportunity when the University needs to attract new faculty in the future to areas which only offer a minor and not a major. She wonders how attractive those departments will be to future new faculty.

Senator Locke suspects there will be collateral damage from these eliminations in regards to retention campuswide. He stated that this action would not only affect student identity in these specific departments but believes it will also affect the identity of students across the campus. Senator Locke related everyone felt the wave of insecurity and anxiety between December 2015 and February 2016 in regard to students wondering whether WIU would need to close its doors. He recalled that the SGA representative told senators she thinks that wave has now passed and students are reassured that WIU will stay open. He suspects, however, that public knowledge of the elimination of four programs that speak to ethics, identity, and diversity would cause another wave of anxiety among faculty and students, who will begin to wonder which of their programs is next. He thinks this may send a message to prospective students and parents as well, and he thinks it would be appropriate to see more research in this regard.

Chairperson Pynes told senators he represents Faculty Senate on the search committee for a new Director of Admissions. He stated that when the discussion turns to admitting students to WIU, majors is a zero sum equation because only primary majors are counted, and if a department wants to increase its majors they have to take them from somewhere else or have an admissions process that admits from a broad spectrum of students that will take lots of different kinds of courses. He believes that if WIU continues to eliminate programs that do not meet the IBHE reporting standard, then the Law Enforcement and Justice Administration program will continue to flourish, but it will also suffer because the core of the University will continue to erode.

Senator Hironimus-Wendt observed that WIU is in a really difficult place as an institution which was not brought about by any single person. He believes everyone can bear some responsibility for being reactive and antagonistic rather than sufficiently proactive. He said WIU is about to decide what the impact will be of elimination of programs, and even though he suspects the Faculty Senate will vote to not consent, the BOT will make that decision. Senator Hironimus-Wendt stated that if the BOT votes to eliminate the four majors, he will cast no blame on the President or Interim Provost because decisions have to be made. He pointed out, however, that other decisions would be needed going forward if these majors are eliminated, and if the Women’s Studies and African American Studies minors are to be incorporated into the Bachelor of Liberal Arts and Sciences

(BLAS) program, he is concerned about what that major then becomes. He wonders whether BLAS will become a dumping ground for former programs or whether it will become something proactive. Senator Hironimus-Wendt has taught at five different universities and has seen interdisciplinary faculty housed in a department that is charged with delivering the core curriculum of the university. He said that in some cases these faculty can do meaningful work. He believes that if the majors are eliminated from certain programs, then the remaining coursework should be prioritized and essential to the core of the University. He believes Faculty Senate needs to seriously consider how to proactively reconfigure the General Education program so that philosophy and diversity studies are a priority. Senator Hironimus-Wendt pointed out that there are a large number of classes in the Multicultural Gen Ed category; students are required to take 3 s.h., but they are not learning the same thing across those numerous courses so WIU is not delivering anything by having such a large number. He stated that if the BOT eliminates the four majors and faculty care about WIU and its students, the University really needs to think about what it is trying to do.

Dr. Baker-Sperry admitted the writing may be on the wall and some adjustments may need to be made, but if things occur in the way Senator Hironimus-Wendt describes then everyone needs to be careful about the language that is used to discuss this. She noted that although the senator might be arguing for the program when referring to a “dumping ground,” it should be noted that her department has been proactive during their entire existence, and she suspects the other affected departments have been doing their best to be proactive as well.

Dr. Thompson asked if Interim Provost Neumann foresees future program eliminations during this academic year; she responded that she foresees another possible round of program review. Dr. Thompson asked faculty to recall the number of 2+2 agreements that have been ballyhooed for a number of years. He believes the celebratory outsourcing of General Education on the theory that students will then transfer to WIU as juniors and seniors may have led to starving departments that rely primarily on their General Education offerings. He noted that Dr. Applegate supports community colleges doing the bulk of the Gen Ed work, as well as AP courses taken in high school. Dr. Thompson thinks WIU should look at the 2+2 model and see what affect it is having on WIU’s General Education courses.

African American Studies Chair Erik Brooks told senators that when former Provost Hawkinson first announced his list of programs for review, the African American Studies major was not on it. He believes the department has done well in carefully guarding its resources; the department eliminated its certification program two years ago and stopped offering courses in the Quad Cities. He said that African American Studies has a strategic plan in place but is not being given the opportunity to implement it. Dr. Brooks told senators that the discipline of African American Studies was created in 1968; WIU started planning its own program in 1969 and offered the first classes in African American Studies in 1970. He noted that in the four years he has been at WIU he has realized that the University appreciates history and tradition, and he would hate to see the vote on Friday eliminate this particular history and tradition in one fell swoop.

Dr. Powell has realized over the past six months that it is impossible for a department to lose its major but everything else remain the same. He stated that the core of a department is the faculty within the majors and the interaction between those faculty in and outside of the classroom. He asserted that the upper level courses within the major help drive the growth of the students as well as the faculty, which goes toward attracting and retaining faculty. He believes that if majors are eliminated, the department will be unable to maintain the same kind of philosophy and access for non-majors.

Senator Boynton asked what modifications are planned for the four remaining programs reviewed by the APER Committee. Interim Provost Neumann responded that she is asking for a comprehensive review of all teacher education, including Bilingual/Bicultural Education. She thinks that the Department of Health Sciences/Social Work made a mistake a few years ago by making Public Health a comprehensive major and closing down the pipe for students to transfer into it, which is where they had a lot of success previously, and the department is working to rectify that situation. She believes that with the availability of jobs, there is no reason that the Public

Health major should not be flourishing, and the department is working on curriculum review and restructuring. Interim Provost Neumann stated that Geography is growing stronger with its GIS program; conversations will occur about whether Meteorology should be separate or combined with Geography. Musical Theatre is also undergoing changes and working to rectify some problems they had with advising. Formerly students could only be admitted to Musical Theatre every other year and will now be able to be admitted every year. Interim Provost Neumann added that these details will be part of her narrative when presenting the resolutions to the Board of Trustees.

Sociology professor Pat McGinty expressed his thanks for the good discussions that have occurred. He applauded the discussions about diversity but noted that what has not been discussed is power and empowerment. He explained that when the University considers eliminating majors in African American Studies, Women's Studies, and Religious Studies, this involves disempowering a social, political, economic, and cultural environment and resources for WIU and its students. He urged senators to vote not to consent to the resolution before the BOT because he does not want to be part of a university culture that is disempowering. Dr. McGinty related that when he taught at the University of Missouri, African American students made tshirts that said "6.9 %" to indicate the number of African American students on campus, which was dramatically under representative of the state population. He noted that WIU's African American student population approximates that of the state of Illinois, but if the BOT creates this space with the elimination of programs it may create an environment that in a few years looks like that of the University of Missouri where the culture, politics, and language no longer represent and empower the people within it, primarily the students.

Dr. Filipink stated that, as Chair of the College of Arts and Sciences Faculty Council, he is aware that, in response to former Provost Hawkinson's instigation of the review process, the programs in danger of being eliminated have brought forward changes to their curriculum and structures: African American Studies overhauled their curriculum entirely, Philosophy submitted a change to incorporate Religious Studies as an option rather than a separate major, and Women's Studies revised its course presentations. He said that last year the departments thought they had time to address the questions about student enrollment and number of majors and graduates, so he is troubled about the rush to judgment that does not allow these departments to implement their changes. He noted that the APER Committee seemed to understand this implementation process but WIU's administration seems not to understand this need for time. Dr. Filipink stated that gutting the diversity and ethics of the College of Arts and Sciences also guts the ability to attract and retain students, which is supposed to be one the fundamental issues of WIU. He noted that after nine years of declining enrollment, eliminating courses which have high enrollment does not seem to be in anyone's best interest.

**MOTION APPROVED 13 YES – 2 NO – 0 AB**

**Motion:** To adjourn (Pawelko)

The Faculty Senate adjourned at 4:00 p.m.

Jeff Brown, Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary