WESTERN ILLINOIS UNIVERSITY
FACULTY SENATE
Regular Meeting, *25 September 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. Cordes, S. Czechowski, G. Delany-Barmann, R. Dimitrov, J. Franken, M. Maskarinec, H. McIlvaine-Newsad, B. Perabo, J. Plos, C. Pynes, S. Rahman, M. Sajewski, F. Tasdan
Ex-officio: Kathy Neumann, Interim Provost; Ilon Lauer, Parliamentarian

SENATORS ABSENT: A. Hyde, S. Macchi, C. Tarrant, K. Zbeeb

GUESTS: Tom Blackford, Emily Boyer, Amy Carr, Ute Chamberlin, Brian Davies, Dennis DeVolder, Christopher Ginn, Rich Filipink, Anita Hardeman, Keith Holz, Buzz Hoon, Bill Knox, Angela Lynn, Colton Markey, Sue Martinelli-Fernandez, Jennifer McNabb, Kristi Mindrup (via teleconference), Debra Miretzky, Russ Morgan, Lorette Oden, Gordon Pettit, Amanda Silberer, Melissa Telles, Bill Thompson, Ron Williams, Jason Woods

I. Consideration of Minutes

A. September 11, 2018

MINUTES APPROVED AS DISTRIBUTED

II. Announcements

A. Provost's Report

- Interim Provost Neumann expressed her thanks to those who attended Founder's Day on the Macomb campus yesterday. Interim Provost Neumann liked that the event started on the Sherman Hall steps and moved into the auditorium, and thought that Representative Tony McCombie, a WIU alum, was a phenomenal speaker. Founder's Day was celebrated on the Quad Cities campus at 7:30 this morning with a good turnout.
- Homecoming activities are occurring all week, culminating in the Homecoming football game on Saturday, September 29.
- The campus community is invited to help with the Wee Care campus beautification effort from 3:00-5:00 p.m. tomorrow (September 26). Those who do not wish to or are unable to plant can hand out water bottles and cookies to those who are.
- Interim Provost Neumann commended the College of Fine Arts and Communication for their community cleanup efforts on Saturday, September 22. Students, faculty and others from the College cleaned up Adams Street, from Wigwam Hollow to Lafayette Street.
- The Board of Trustees will meet on Friday, September 28.
- The WIU Infant and Preschool Center will hold a fundraiser cookout from 11:00 a.m. to 1:00 p.m. on Friday, September 28 in Horrabin Hall 1 to earn funds toward new playground equipment.

Senator Delany-Barmann remarked that she cannot find the town hall meeting dates and times listed online. Interim Provost Neumann promised to look for this information and send it to the senator. Chairperson Pynes stated that the College of Arts and Sciences meeting is at 3:30 p.m. on Thursday, October 11 in Morgan 101. He asked when the Interim Provost plans to give her presentation on the realignment process and layoffs. Interim Provost Neumann responded that the date has not yet been determined but she will have that information sent to the Senate Recording Secretary to distribute to faculty. [**Note:** The date was set for October 24 from 3:00-4:30 p.m. in the Union Capitol Rooms.]

University Professionals of Illinois (UPI) President Bill Thompson recalled that at the last Faculty Senate meeting Interim Provost Neumann expressed the desire on the part of the administration to move the institution to a 17:1 or 18:1 student-faculty ratio, which appears to Dr. Thompson to involve the loss of approximately 100 faculty positions, depending on the ratio. He asked if the way the administration would reach 17:1 is by counting the 24 layoff and 62 lost faculty positions for a total of 86 positions considered to be already gone. Interim Provost Neumann responded that, in general, this conversation is the same one she has had for the past couple of years regarding working to get WIU back to 17:1, so nothing has changed. Dr. Thompson asked what the timeline is to achieve this ratio; Interim Provost Neumann responded she does not know, but she would like to see the University work toward that number. She added that a lot will depend upon how recruitment efforts go. Dr. Thompson stated that it seems as if about 100 positions are up in the air and that the University will find out "sooner or later" if there will be more layoffs. Interim Provost Neumann pointed out that to date there have been no additional discussions about more layoffs. Dr. Thompson estimates that 93-94 faculty would need to be lost to reach a 17:1 ratio and about 100 positions would be needed to reach 18:1. Interim Provost Neumann reiterated that there have been no additional layoff discussions to date, and while the 17:1 ratio is where the administration would like for the institution to be, the process could be helped by a couple of really good recruiting cycles. Chairperson Pynes explained that the student-faculty ratio can be determined by taking the total Student Credit Hours (SCH), which can be found on the Institutional Research and Planning (IRP) website (currently 7,260), and dividing it by the full-time equivalency (FTE) faculty number, which cannot be determined without specifically asking IRP but which is announced in the WIU Fact Book, published in late October or early November. He added that Table 45 in the Fact Book lists the number of faculty that work at WIU and the FTE number, which includes chairs and part-time faculty. Last year's student-faculty ratio was 14.2:1.

Dr. Thompson asked about a statement on page 133 of the Board of Trustees materials regarding "hosting" classes at Kishwaukee Community College: "The University signed an agreement with Kishwaukee Community College in FY18 to host the Bachelors of General Studies degree program." Interim Provost Neumann responded that WIU has agreements with many community colleges to facilitate students completing their Bachelors of General Studies (BGS) degrees; these agreements are often highlighted to get information out about these opportunities. She explained that students can complete 80 hours at their community college, then complete their last 40 at WIU, and often the last 40 are taken online through the BGS program. Dr. Thompson remarked that "hosting" would seem to indicate something different, but Interim Provost Neumann responded that its inclusion in the BOT materials is just to promote awareness so that new students will hear about those opportunities. Dr. Thompson suggested that this should have been written in a clearer way since it sounds as if this community college will be hosting the WIU classes.

Dr. Thompson observed that the BOT materials also mentioned shorter skills-based classes geared toward students that graduate and want to return to WIU to gain additional skills. Interim Provost Neumann pointed out that departments have always had the ability to schedule classes in 8-, 6-, or 4-week formats, but she will check on this. Chairperson Pynes remarked that the auxiliary financial materials for the BOT meeting numbered 430 pages, but anyone who intends to attend a BOT meeting should do the reading beforehand, at least the executive summary.

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

SGA will offer two $400 scholarships this fall. Students may apply on PurplePost, with the application deadline October 1. Senator Allison asked if the scholarships target a particular demographic; Mr. Markey replied that students must have been involved in student activities in some way in order to be eligible. Senator McIlvaine-Newsad asked if the scholarship money is earmarked for anything specific, such as student fees or books; Mr. Markey replied that students may use the scholarship money for anything they would like.

SGA's Superhero Blue Light Fun Run will be held on October 20. The entry fee is $25 with proceeds benefitting Western Illinois Regional Council (WIRC) Victim Services. At the last

Faculty Senate meeting, Senator Czechowski asked about any initiatives on the part of SGA to combat sexual assault and domestic violence. Mr. Markey told senators that SGA does not have any planned, but pointed out that SGA is not a programming body. He did contact the Women's Center, which is sponsoring Take Back the Night from 7:00-9:00 p.m. on October 25 to raise awareness for these issues. The march culminates at Chandler Park where survivors of sexual assault and domestic violence have the opportunity to tell their stories.

C. Other Announcements

1. WIU Faculty Outreach/Recruitment Initiatives
(Ron Williams, Vice President for Student Services; Jason Woods, Interim Director of Admissions; and Melissa Telles, Associate Director of Admissions)

Vice President Williams told senators the document will be shared with chairs tomorrow and disseminated to the broader faculty sometime this semester. He stated that the primary goal of Admissions is to stabilize enrollment, and they are enlisting the help of everyone on the campuses to achieve that end. Vice President Williams emphasized, however, that this is not a mandate on anyone; he does not have that authority and does not operate in that fashion. Admissions wants to collaborate with individuals and collect feedback on the best ways that faculty can enhance the office's outreach efforts. Vice President Williams related that Admissions has historically focused on recruitment, and still does, but believes that outreach is important to get WIU's name in front of potential students earlier than perhaps their junior and senior years when they are making decisions about college. Admissions is encouraging participation in community events in the region, including reaching into Iowa, and the staff are participating in outreach activities that target young people, which is a change from previous years. Vice President Williams stated that one thing Admissions has found helpful is when students already attending WIU and having an excellent experience – those students with high academic profiles, who are very engaged in the classroom, and who are very active at the University – go back to their hometowns and high schools and talk with potential students, high school teachers and counselors, and others in their communities, such as a former Scout leader or coach, about WIU. Admissions calls these types of recruiting interactions Home for the Holidays and asked senators to let Admissions know if they think any of their students would be good for this initiative. Admissions will then reach out to these students to provide training that they can use when talking to individuals in their home towns about WIU.

Senator Allison expressed her thanks for the Faculty Outreach/Recruitment Initiative document because it is helpful to see the various efforts with which faculty can help. Under Faculty Outreach Events, the document lists the Macomb Heritage Day Parade, Quincy Dogwood Parade, Canton track and field event, concession stands at local sports events, Flatwood Summer Jam, and the Macomb Scholastic Bowl. Senator Allison would like to see Admissions add the Macomb High School Homecoming Parade. She said that although the parade is tiny, Spoon River College's mascot, the snapping turtle, marched in the parade, and Senator Allison was struck by the absence of WIU's mascot, Rocky. Dr. Woods stated that this is something Admissions can look into for the future, but sometimes the reason Rocky is unable to be at events is due to the availability of the student dressed as Rocky. He added that Admissions wants to participate in events such as this which are low cost but high impact, but the Admissions Office does not own its own Rocky suit. Senator Allison asked if Admissions could afford to purchase a Rocky suit but was told that the suit costs about $5,000. Senator Allison stated that on visits to other universities she has sometimes noticed that admissions have a dog in their office which is available to go on tours with parents and potential students. Dr. Woods loves that the University community is becoming engaged and asking if Admissions can do various ideas. He warned, however, that sometimes Admissions faces criticism for the decisions that are made; for instance, if Admissions were to purchase a Rocky suit, some people would not think that was a good use of its funding.

Ms. Telles stated that one focus of the outreach program is to take a service learning approach so that WIU is not just recruiting but also helping to serve is communities by volunteering and assisting with the events those communities are hosting. Senator Allison remarked that Rotary helps with the Macomb High School Scholastic Bowl but she has never seen Admissions representatives there. Ms. Telles replied that she attended last year, wore a WIU polo shirt, and moderated sessions for one day.

Senator Boynton observed that the Department of History often gets invited to give presentations at Macomb High School and asked if Admissions keeps track of those kinds of visits and whether chairs should report them. Dr. Woods replied that Admissions would like to have that information. He realizes that a lot of interactions happen that Admissions does not know about, but it would be great if individuals would let the office know about these types of things because it is good information to have.

Senator Cordes remarked that it is hard to get into high schools to do programming because their schedules are so packed. He suggested that one idea for outreach might be to set up a homework hotline where high school students could connect with WIU students for help and tips on English, History, or Library questions. He thinks this could provide a direct connection between a social outlet and the academics that WIU offers and would cultivate the idea that if students go to WIU, they will have people available to help them. Dr. Woods asked if Senator Cordes would be willing to run this effort. Senator Cordes replied he would be willing to look into the possibility if a committee were to be formed.

Senator Perabo asked about the balance between recruiting transfer students and freshmen. She participated in a workshop at Eastern Iowa Community College a few years ago on religious diversity and took materials with her from Admissions. She asked how much of that is being done and if it is effective with community colleges. Dr. Woods responded that Admissions focuses solely on new freshmen and transfer student enrollment. He has spoken to many people about having a conversation about enrollment management because he thinks that piece is missing at WIU where there are several different types of admissions: transfer students, new freshmen and undergraduates, graduate students, international students, and Bachelor of General Studies majors. Dr. Woods thinks a collaborative approach needs to be created to achieve what Admissions is trying to do, adding that the Director of Admissions receives questions about all of those areas as if that office is responsible for total enrollment. He believes that admissions need to be considered from an institutional perspective, but the Admissions Office is only one portal and does not control total enrollment.

Senator Dimitrov asked, in terms of affordability, what the University's biggest challenges are for recruiting students that receive MAP grants, Pell, and other forms of financial assistance. He asked what Dr. Woods thinks about expanding work study and special Department of Education programs, and what the risks and potentials are for these efforts. Dr. Woods strongly supports providing more financial aid to students, but in some cases one decision affects the other since some forms of financial assistance reduce revenue to the University. He thinks this needs to be a more global conversation. He stated that the question needs to be answered whether WIU will be the institution of choice if it is the same price as other institutions, if it costs a little more, or if it costs a little less to attend. He believes that financial aid needs to be leveraged to the best possible outcome, but this is not a quick formula that he can determine right now; it is more of a comprehensive plan.

English professor Bill Knox asked if Admissions has a mission to attract children of WIU alumni; Dr. Woods responded that is always the mission because these families have "already bought the product." At the last Discover Western, President Thomas awarded $250 book awards to children of alumni who attended the event. Dr. Woods met with a member of the Alumni Council Board in Naperville last weekend to talk about ways to get this population involved as well. Vice President Williams added that Director of Alumni Programs Amy Spelman and her staff keep databases of alumni and let Admissions know

when their children are born so that Admissions can reach out to them periodically. The Alumni Council also provides 26 scholarships to children of WIU alumni.

Chairperson Pynes stated that Faculty Senate looks forward to hearing that enrollment will be up next year. Vice President Williams thanked senators for all that they do and asked that they share his thanks with faculty colleagues. He added that he takes criticism seriously and tries to make adjustments, but there are also many people with a lot of great things to say about WIU, and he gives kudos to the faculty.

2. Chairperson Pynes announced that petitions to serve on the Provost Search Committee are due at 2:00 p.m. Friday, September 28. Electronic voting will take place for contested seats, and senators will vote electronically for the at-large seats at the same time as college faculty will vote for their candidates. Chairperson Pynes noted that President Thomas appoints a Unit B faculty member and can add other members to the search committee, but a faculty majority must be maintained. He asked senators to encourage faculty in their colleges to submit a petition.

3. Chairperson Pynes related that a faculty member had submitted questions about the Background Check Policy, which has been discussed at Faculty Senate in the past. He reached out to Digger Oster, Director of Insurance, Risk Management, and Compliance in the Office of the Vice President for Administrative Services, for answers to the following questions:

Q1: How many background checks have there been since the start of the program?
A1: By: Castle Branch - 2,484 By: Bushue - 894

Q2: How many potential faculty members have been refused employment for failing a background check?
A2: ZERO

Q3: How many potential WIU employees in total have been refused employment because of a background check?
A3: ONE

Q4: How much have these background checks cost the university in each of the last four fiscal years?

A4:

Castle Branch:	Bushue:
$22,868.50 FY16	$24,011.75 FY18
$36,297.50 FY17	$11,647.00 FY19 (as of 9-7-18)
$13,298.50 FY18	
Total: $72,464.50	Total to Date: $35,658.75

FY16 to 9-7-18 is $108,123.25

Q5: Finally, does the university plan on doing background checks on all current WIU employees?
A5: Not at this time.

4. Chairperson Pynes announced that results of the recent Academic Program Elimination Review (APER) Committee elections have come in. Julia Albarracin, Political Science, won the election to represent the College of Arts and Sciences, and Bart Jennings, Management and Marketing, won the election for the College of Business and Technology. Duke Oursler, Art, will represent the College of Fine Arts and Communication, and Linda Zellmer will represent University Libraries; those two elections were uncontested. The election for the College of Education and Human Services ended in a tie, and Chairperson

Pynes told senators that he will encourage a motion during Old Business that this discussion be added to the agenda in order to determine how to proceed.

5. Senator Cordes related that last year the Council for Instructional Technology, at the request of the Executive Committee, resubmitted a proposal for the University to invest in an Adobe Enterprise license. Senator Cordes will present the revamped proposal to IT Governance from 10:00-11:00 a.m. on Thursday, October 4 in Horrabin Hall 1. Senator Cordes told senators that what is different this time is that Adobe representatives are coming from Utah to explain how the site license works, the benefits, and to answer questions. [**Note:** The October 4 meeting was moved to November 8 due to scheduling issues.]

6. Senator Boynton announced that the Macomb forum regarding the Tri-States Public Radio funding crisis will be held at 6:00 p.m. at the Spoon River College Outreach Center to provide information about the elimination by WIU of appropriated funding to the public radio station.

III. Reports of Committees and Councils

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

1. Policy on Articulating Credit for Advanced Placement and External Examinations

The Executive Committee had charged CAGAS to create a policy to be used when evaluating and articulating new or revised Advanced Placement (AP) exams. CAGAS included external examination options within the proposed language and made the policy internally consistent with the procedure used to evaluate new and revised transfer courses. Responsibility for coordinating the evaluation and articulation of new and revised exams will reside with Admissions, who will determine if the exam warrants 1) departmental review; 2) Council on General Education review, in cases where the exam content appears to align with the Gen Ed curriculum and there is either not a clear academic department associated with the exam content or the department has reviewed the content and given elective credit or no departmental credit; or 3) General Elective Consideration, which will be provided by Admissions if no direct WIU course equivalent, departmental elective, or General Education credit is awarded in steps 1 or 2.

Senator Allison asked if there will be a limit set on the number of credits or courses students may bring into the University through AP tests. Registrar Angela Lynn replied that WIU removed the limit for AP courses but there is a limit of 30 s.h. for external credit. She explained that AP is not considered to be external because the exams are taken at high schools, but there are many kinds of external credit. She added that the Honors College asked for the removal of the AP credit limit because high achieving students were not facing that limit at other institutions, but it ended up that a very small number exceeded the previously set limit. Chairperson Pynes asked if this is consistent throughout the state. Dr. Lynn replied that WIU tells students the maximum amount of external credit they are allowed to bring in while other institutions tells students the minimum amount that must be taken at their institution, so WIU is a little more communicative than other institutions.

Senator Czechowski asked what the score is that must be achieved in order to get AP credit. Dr. Lynn replied that this varies by department but students must receive a 3 on the exam in order for it to be counted for graduation, according to the state. She added that some classes, such as ENG 180, require a 4 or a 5, but institutions do not have the authority to give no credit for a score of 3, so if that was the score it would come in as elective credit. A score of 3 achieves some credit in most departments at WIU.

NO OBJECTIONS TO THE REPORT

Chairperson Pynes asked CAGAS to report back after the policy is implemented to see how it is working.

B. Council on General Education (CGE)
(Keith Holz, Chair)

1. General Education Review Committee (GERC) Report

Dr. Holz thanked the members of GERC that worked diligently for the past two years and reminded senators how the committee arrived at its report. GERC was chaired by Darcy Plymire, Kinesiology, in 2016-17, who submitted an interim report last fall which addressed the issues of purpose and necessity of each Gen Ed category, including Human Well-Being and UNIV 100, and benchmarked WIU's Gen Ed with that of peer institutions. Last August, Faculty Senate encouraged Dr. Holz to continue the review. Since that time, GERC held 15 meetings during 2017-18 and considered several ways and models to revise the curriculum, including discussion of four overarching proposals designed by individual committee members. On March 22, 2018, GERC voted 15-3 to retain all the existing Gen Ed categories as they are currently established and their existing credit hours. Dr. Holz told senators that even though GERC had considered other proposals, they decided to retain the status quo.

Dr. Holz related that GERC spent extensive time addressing the items in its charge. He related that the committee:

- considered the relationship between Foreign Language/Global Issues (FLGI) courses and Gen Ed Multicultural courses;
- revised the model to assess student learning in Gen Ed classes, with help from former Associate Provost Nancy Parsons and Director of Assessment Lori Baker-Sperry;
- devoted time to consideration of the semester hour balance of courses within the categories of Humanities and Fine Arts;
- considered whether the Natural Sciences and Mathematics category should be changed to Natural Sciences and Quantitative Reasoning;
- discussed MATH 099, the remedial course, and MATH 100, which provides mathematics competency, and their relation to Gen Ed, and heard from the Department of Mathematics and Philosophy regarding ways that students can meet math competency; and
- developed new Writing in Gen Ed requirements, which will soon be rolled out on the website.

Dr. Holz told senators that he authored the report, which was completed during final exam week and shared with GERC members online over an eight-day review period ending June 1. Seven committee members offered changes, revisions, and editorial suggestions, which were incorporated. The Senate Recording Secretary administered an online vote from June 5-8 which resulted in 14 voting to accept the report as revised and 2 voting not to accept.

Senator Boynton thanked Dr. Holz and the Review Committee, recognizing that the work continued over a number of years and involved a tremendous time commitment when factoring in subcommittee meetings. She recognizes also the effort involved in producing the report. Mathematics and Philosophy professor Gordon Pettit, who served on GERC, echoed Senator Boynton's sentiments, especially since Dr. Holz was the primary author of the report. He stated that GERC members put in hundreds or even thousands of hours of work into the review over the two-year period. Dr. Pettit related that as GERC looked at WIU compared to peer institutions and other institutions in Illinois they realized that WIU is at, or maybe below, the average and the median in terms of General Education requirements, although some institutions hide their Gen Ed requirements or make them graduation requirements. He thinks it does not seem that WIU needs to make a special

effort to reduce its Gen Ed. He related that GERC spent a fair amount of time revising the General Education philosophy and goals, which made the members realize that Gen Ed is fulfilling its philosophy and goals by what is already being done and motivated the Committee to accept the status quo. Dr. Pettit stated that since Interim Provost Neumann has talked about streamlining Gen Ed, it might be relevant to point out that, according to the United States Bureau of Labor Statistics, of those in the workforce who have bachelor's degrees, 73 percent are working in an area outside of their majors, and that figure has been accelerating over time so that graduates are becoming increasingly unlikely to work in the area in which they major. Dr. Pettit believes that if WIU wants to offer a solid 21st century education, the institution needs to provide a solid background in general education. Dr. Pettit has heard some comments that Gen Ed is an impediment to enrollment but said that WIU's declining incoming freshmen is the most significant enrollment problem. He explained that incoming freshmen fall into two categories: those who have already selected a major, for whom gen ed does not register as a factor in which institution they select, and those students with undecided majors, for whom a robust gen ed is very important.

Senator Dimitrov observed that when GERC was considering removing FIN 101 from Gen Ed, former Associate Provost Parsons pointed out "that there is no (institutional) mechanism for CGE or GERC to remove from Gen Ed any courses previously added to Gen Ed, including FIN 101." The Human Well-Being subcommittee had contended that FIN 101 and UNIV 100 do not fit with the physical or nutritional dimensions of the category; rather, both "are designed to help underprepared students to deal with the demands of college and adult life." Senator Dimitrov asked if the discussion stopped at this time because removal of the course was philosophically unadvisable. Dr. Holz pointed out that the report does not say that discussion stopped; Dr. Parsons on this occasion, as well as on other occasions, was adamant that GERC had no authority to remove courses from Gen Ed. Senator Dimitrov asked if GERC would have had the authority to suggest such a procedure. Dr. Holz replied that Dr. Parsons warned CGE and GERC not to go down that road; sometimes it was brought up that there may be too many courses in some category, and on those occasions Dr. Parsons spoke out to assert that neither CGE nor GERC has that authority and she did not recommend pursuing it. Senator Boynton pointed out that removal of a course from Gen Ed is a departmental prerogative. Dr. Holz added that his take away when thinking about Dr. Parsons's comments is that the decision lies under the authority of chairs, and he is not sure who would need to ask chairs for permission. He agrees that chairs should be allowed to make that decision themselves. Chairperson Pynes remarked there is a mechanism for classes to disappear; if a course has not been taught for a certain amount of time, it goes into deep freeze, and the Provost can strike it from the lists, as former Provost Ken Hawkinson did a number of years ago. Senator Boynton finds it somewhat odd that department chairs cannot put courses in Gen Ed without going through a process but can remove them; CGE makes the decision to add courses but has no authority to say that perhaps adding a certain course was a mistake and it should be removed. She suspects that perhaps there should be a mechanism to remove a course from Gen Ed, but that is a separate issue. Chairperson Pynes agreed that one could conceive of a process to achieve this, such as a motion to remove a course and then consideration at Faculty Senate, but there is no need to go into that at this time because it would have to be debated and the President or Provost would have to agree to the process. Senator Maskarinec remarked that a parallel process would have to be thought out very carefully because it can become very political regarding what classes get into Gen Ed or what classes are removed. He believes that in order to be removed it would have to be shown that a course had evolved to the point that it no longer met the requirements or needs of Gen Ed. Chairperson Pynes agrees that courses should not be able to be removed without a general discussion. Senator Cordes pointed out that sometimes departments propose new courses that meet the requirements better than previous ones. Registrar Lynn told senators that to her knowledge there is one example of a General Education course being removed: MATH 128 was removed from Gen Ed in Fall 2004. In February 2018, CAGAS sent emails to advisors to state that they would no longer hear requests for substitution based on the fact

that MATH 128 used to be included in Gen Ed. Senator Dimitrov pointed out that MATH 128 was replaced by MATH 123.

NO OBJECTIONS TO THE GERC REPORT

Senator Bellott asked how much longer the freeze will remain on requests for General Education designation. Chairperson Pynes replied the freeze ends when the GERC report is approved, at which time CGE will begin doing the work of that council rather than GERC. [**Note:** The GERC report goes next to the President for consideration and approval.]

Senator Allison asked about the Interim Provost's references to General Education streamlining as part of the realignment process. She pointed out that GERC worked two years, and Faculty Senate approved the report, but at the faculty assembly the word "streamlining" was used at least twice. Interim Provost Neumann replied that "Now that the GERC report has been approved by this body, we will have some additional conversations about that to see if there are some ways we can still meet some of those streamlining goals to help our students." She added that those discussions can start now. Senator Allison asked who is referred to by "we"; Interim Provost Neumann replied that it refers to the Provost's Office and CGE. Senator Allison asked if this means that the members of GERC, who worked two years reviewing Gen Ed and preparing the report that was just accepted, will not be part of the process but that the streamlining discussion will be held with CGE alone. Interim Provost Neumann replied that this depends on the outcome of those discussions. She added that "We have to take a look at it again and decide what further actions we want to take, if any at this point." Senator Allison stressed that she is trying to find out who the "we" is that is referred to and what the process will be. Interim Provost Neumann responded that "We will re-look at everything in our office … and work with the appropriate councils and Senate, if necessary, once we determine what we want to throw out there for additional considerations and discussions." She added that Interim Associate Provost Mossman has already taken a look at some of the documentation. Senator Allison pointed out that two years ago Interim Provost Neumann wanted a review of General Education, which has been accomplished. She asked if the next steps will go to a new review committee or just to CGE; Interim Provost Neumann responded that she does not know yet. Senator Allison added that she was just wondering about the process.

C. Senate Nominating Committee (SNC)
(Ginny Boynton, Chair)

1. Faculty Nominations

SENATE COUNCILS AND COMMITTEES:

Council for International Education (CIE)

Hiroko Sotozaki, Psychology	replacing	Davison Bideshi	2019	A&S

(Ad Hoc) Textbook Affordability Committee

Lora Ebert Wallace, Sociology and Anthropology	A&S
Keela Trennepohl, Agriculture	B&T
Jennifer Zdroik, Kinesiology	E&HS
Linda Zellmer, Malpass Library	Library

UNIVERSITY COUNCILS AND COMMITTEES:

Internet Technology Advisory Committee (ITAC)

Blair MacDonald, Engineering	replacing	Kanu Priya	2021	WIUQC

Search Committee for Vice President for Administrative Services
Jeannie Galioto, Theatre and Dance

There were no further nominations, and the slate of candidates was declared elected.

IV. Old Business

Chairperson Pynes asked if a senator would be willing to make a motion to add the APER election for the College of Education and Human Services under Old Business.

Motion: To add under Old Business the APER election for the College of Education and Human Services (Maskarinec/Boynton)

MOTION APPROVED BY UNANIMOUS VOICE VOTE

Chairperson Pynes told senators he can think of three ways to address the tie: 1) to flip a coin, 2) for senators to vote on the college seat, or 3) to have the College revote. He pointed out that if the decision is to have faculty in Education and Human Services revote, it will have to be done quickly because the Committee has a charge and every other member has been elected, whereas if the decision is for a coin flip, that could be done now. Senator Boynton asked if there were two candidates on the original ballot; Chairperson Pynes replied that there were. Senator Boynton expressed her preference for a runoff election. Senator McIlvaine-Newsad observed that a coin toss has been done in the past and is simple. Senator Dimitrov expressed his preference for a revote. Senator Rahman suggested that Senator Delany-Barmann be asked her opinion since she is a representative of Education and Human Services. Chairperson Pynes told senators he had originally planned to suggest that the three senators from that college revote, but one was unable to attend the meeting, so there could have been a tie. Senator Delany-Barmann stated that she would like to see a new electronic vote.

Motion: That a new electronic vote be held to determine the representative from Education and Human Services (Delany-Barmann/Czechowski)

Friendly amendment: If this vote should end in a tie, the Parliamentarian should flip a coin as the tie breaker, with heads being Hal Marchand and tails being Sebastian Szyjka (Pynes). The friendly amendment was accepted by Senators Delany-Barmann and Czechowski.

Senator Bellott asked if the candidates should be given 12 to 24 hours to prepare a short statement of 200 words or less explaining why they wish to serve on the APER Committee. Senator Delany-Barmann replied that while she likes the idea of adding more depth into the process, since this was not required of the other candidates she would prefer that there just be a revote. Chairperson Pynes agreed that using the same process makes sense. Senator Allison asked why Faculty Senate should expect a different outcome if the identical process is being used this time as was used before. Chairperson Pynes responded that he will inform faculty in the College via his email that this is a second election.

Friendly amendment: That an attempt be made to get the election documents mailed out tomorrow (September 26) and that faculty in Education and Human Services be given until 10:00 a.m. on Monday, October 1 to cast their votes (Pynes). This friendly amendment was also accepted by Senators Delany-Barmann and Czechowski.

MOTION WITH FRIENDLY AMENDMENTS APPROVED 15 YES – 1 NO – 0 ABSTENTIONS

Chairperson Pynes will inform the candidates that there will be an electronic runoff election and advise them to canvas if they feel it is appropriate.

V. New Business

A. Board of Trustees Consent Agenda for September 27-28, 2018

Chairperson Pynes told senators that Vice Chair McIlvaine-Newsad will represent him at the BOT meeting. He stated that the body has to agree to a consent agenda, but the agenda is usually not

available in time for the full Senate to agree to it before the deadline for the chair to submit that information, so Chairperson Pynes usually tells the BOT that there are no objections *at this time*.

Senator Boynton observed that on page 94, item 18.9/8, where the reorganization plans is discussed, the BOT document states that "In the College of Arts and Sciences, select departments will form two new schools." Senator Boynton recalled that Interim Provost Neumann previously discussed what "working towards" means and if there is a predetermined plan, and said at that time that changes can occur to the reorganization plan originally presented, but the statement in the BOT materials seems to contradict that. Interim Provost Neumann replied that the BOT packet probably used language from July and "lopped off" the "working towards" part. Senator Boynton asked whether if the Board of Trustees agrees with this document that the College of Arts and Sciences should form two schools, then "that is that." Interim Provost Neumann replied that it is not. Chairperson Pynes added that this is not a voting action item.

Dr. Filipink asked if this section is part of a report to the Higher Learning Commission telling that group that WIU will do this. Senator Allison pointed out that working towards two schools is different than working towards realignment. Senator Boynton pointed out that the BOT document says "will form," which seems pretty definitive. Interim Provost Neumann promised to have a discussion with Joe Rives, Vice President for Quad Cities and Planning, about the document. Chairperson Pynes has sent Vice President Rives several emails because there are mistakes in the financial report that is going to the Board of Trustees; it is a very long document, but some tables were numbered wrong. He recognizes, though, that this concern is more substantial than that one. Senator Delany-Barmann remarked there is some anxiety and discussion in the College of Education and Human Services about becoming a School of Education, and she thinks if Interim Provost Neumann could relay this message to Vice President Rives so that the language is not so definitive it would be very helpful. Chairperson Pynes offered to add this recommendation to his report to the Board of Trustees.

Senator Allison asked if the APER list has been determined yet. Interim Provost Neumann responded that IRP has rerun the data since tenth-day report, but the Director, Angela Bonifas, needs to look at it one more time, which Interim Provost Neumann did not think was a problem since the APER Committee was not yet formed. She added that Ms. Bonifas will look at the data again overnight, and Interim Provost Neumann should have the information tomorrow (September 26). Chairperson Pynes asked if it is anticipated that there will be no changes to the low productivity list that was originally presented to the BOT; Interim Provost Neumann confirmed that she anticipates no changes, but Ms. Bonifas wanted to look at the list one more time since someone else in her office calculated the numbers.

Senator Allison had understood that items were to be removed from the original list and that it was in flux. Chairperson Pynes replied that programs would have been removed from the list if they met the new threshold of 40/9 averaged over a three-year period. Interim Provost Neumann added that she wanted IRP to update the list since the original one had not been created with the most recent tenth-day report information, but she does not anticipate much, or any, change to that list. Senator Allison reiterated she had thought the list was much more in flux than it sounds like it is now. Senator Boynton had also thought that it was previously stated that the APER list would not be the same as the low productivity list, but said it seems now that it will be. Chairperson Pynes clarified that at the last Executive Committee meeting the Interim Provost said that she did not anticipate a change between the two lists. He explained that the low productivity list is what triggered the creation of the APER Committee; if a program had gone above 40 after tenth-day count, it would have come off of the APER list, but Interim Provost Neumann is now saying that, from what she knows, it appears that the two lists will be the same. Interim Provost Neumann stated that APER does not have to be only low productivity, but the programs that were on the list presented to the Board of Trustees when they met in the Grand Ballroom were all low productivity based on the information available at that time. Senator Perabo had also thought that the APER list would differ from the low productivity report. She asked if programs would not be removed for any reason other than if they exceeded the 40 threshold; Interim Provost Neumann confirmed this is correct, with the exception of the Individual Studies major.

Senator Czechowski asked if Interim Provost Neumann is expecting the APER Committee's report by the end of fall semester; Interim Provost Neumann responded affirmatively. Senator Czechowski pointed out that the semester is in the sixth week, almost at midterm, and the information on what programs will be on the list has gone from being announced after 10th day to being announced on Day 26. She pointed out that GERC had two full years to complete the necessary research, but the APER Committee is being given only eight weeks to make its decisions, then reorganization decisions must be made by March. She thinks this is a rush. Senator Czechowski believes that if two years can be spent on GERC, two years should be able to be spent doing what needs to be done for the University. She feels like not enough time is being given to put the proper investment into this process. Senator Allison seconded Senator Czechowski's sentiments. She is also not sure how several senators completely misunderstood the APER/low productivity list process. Senator Boynton thought there was a large low productivity list and that a subset of that list would comprise the APER list, with quality decisions being made rather than just bean counting.

Senator Allison remarked that with the number of departments to review and the workload, she does not see how any committee with members who are teaching fulltime and doing research could accomplish this task in the time allotted. She anticipates there will need to be a number of long discussions about all of the little things that matter. Chairperson Pynes pointed out that APER is not a Faculty Senate committee, and the Senate did not set the deadline; Interim Provost Neumann has set the deadline that she wants. He added that APER is a "committee of the contract" between UPI and the Interim Provost. Dr. Filipink, who serves as UPI Grievance Officer, pointed out that the faculty contract says that the committee will have sufficient time to do their work, and there is disagreement between UPI and the Interim Provost about what that means. He added that UPI thinks the committee should be able to look at the workload and decide how much time is needed based on the number of programs to be reviewed, but Interim Provost Neumann has set a "flexible deadline" of December. Senator Cordes stated that when he served on the last APER Committee, the process took four months starting in mid-February. He added that the committee did due diligence, asking for a lot of documentation and sorting through it thoroughly, and did not feel pressured for time. Chairperson Pynes pointed out that the vast majority of programs that are on the low productivity list submitted reports to the Provost's Office last year; the Illinois Board of Higher Education has a two-year reporting cycle, so many of the programs on the list wrote a report last spring. He agrees that there will be a lot of work.

Senator Allison recognizes that Faculty Senate does not set the deadline, and APER is not a Senate committee, but she echoes the union's concerns. She remarked that everyone is watching deadlines being set nationally that seem to be arbitrary and unfair, pushing people to do things that that they may not be able to do in the amount of time allowed. She noted that this APER Committee is not being allowed four months to complete their work and wonders if the deadline is arbitrary. Interim Provost Neumann asserted the deadline is not arbitrary; it was set so that the work would be done before finals week and spring semester in order to allow for adjustments and planning for whatever outcomes result from the Committee's report. She promised that her office will provide support and as much data as the Committee wants, as well as providing the reports that the vast majority of these programs have been writing as part of their two-year review and report cycle. She stated that "we will deal with hiccups as they happen," but she will not change the deadline today on the floor of the Senate.

Dr. Filipink pointed out that the last APER Committee had to consider eight programs, but the Interim Provost is now talking about a review of two times that amount in half the time. He asserted that the deadline is arbitrary if the APER Committee is not allowed to see if they can complete the task even within this academic year. He added that since the APER Committee is constituted entirely to determine if faculty should be laid off, it is important to give them the time to fully consider those decisions. He pointed out that many people around the Senate table would appreciate that committee being given as much time as possible to consider that duty.

Senator Rahman asked how many programs will be reviewed; Chairperson Pynes responded there were 20 programs on the low productivity report. Senator Rahman asked if Faculty Senate can say

anything about this process, such as making a motion to state that the amount of time, which Interim Provost Neumann says she will not change, is insufficient for the 20 programs that are on the table. Chairperson Pynes pointed out that Faculty Senate has not actually seen the list.

Motion: That Faculty Senate request more time for the APER Committee (Rahman/Allison)

Chairperson Pynes asked if, instead of requesting more time, Faculty Senate should consider reaffirming that the APER Committee be given the time it needs to complete its work, using the contract language of "sufficient time for the workload." Senator Rahman suggested that the Committee let everyone know how much time they need. She and Senator Allison accepted Chairperson Pynes's **friendly amendment** "That Faculty Senate reaffirms that the APER Committee should be given sufficient time for its workload."

Parliamentarian Lauer suggested that it might be best to wait until the next Faculty Senate meeting for this motion because senators have not received the APER list and because this discussion item was not originally under Old Business on the agenda that went out, so some who may have wanted to weigh in on this discussion are not here to oppose or recommend this course of action. He does not know what would be gained by not waiting two weeks to vote. Chairperson Pynes agrees there is something to be said for seeing the list first, but he is a fan of reaffirming the contract language. Senator Cordes believes that one should always defer to letting committees have enough time to do the work they are assigned. He believes it should be understood that the APER Committee is taking the time to do due diligence for the process, however many programs are on the list, because the work can be exhausting.

Senator Allison thinks the statement does matter, even though senators know that it does not have power. She observed that English is not on the low productivity list right now, but with the current layoff list that department will lose 11 faculty members within a 12-month period. She believes that layoffs and closing programs matter, and the decisions of the APER Committee will affect everybody on Faculty Senate in some way. Senator Allison added that, although not affected by the APER decisions, she is affected by every decision that relates to the layoffs. Chairperson Pynes agrees that statements really matter and suggested that if senators can work on the statement to get it correct rather than write it on the Senate floor, it will make it stronger and will be better than having the Recording Secretary try to make sense of the motion later. He suggested that a statement could be put on the agenda for the next Senate meeting to bring to a vote. Senator Czechowski agrees that the statement needs to be well crafted, but she also agrees with Senator Allison that it is the 26th day of school and senators still do not have the APER list that was supposed to be released on Day 10. She thinks it is important to say today that the APER Committee should have sufficient time rather than saying it two weeks from now at the next Senate meeting because time is an important issue in this process.

Senator Dimitrov pointed out that Article 26 states that "The APER Committee shall have a term of appointment appropriate for the anticipated workload."

Chairperson Pynes stated that the vote is to reaffirm the contract language and ask that APER have appropriate time to do its work.

MOTION APPROVED 15 YES – 1 NO – 0 ABSTENTIONS

Chairperson Pynes will send a follow-up letter to the Interim Provost.

Motion: To adjourn (Rahman)

The Faculty Senate adjourned at 5:37 p.m.

Susan Czechowski, Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary