

FACULTY SENATE EXECUTIVE COMMITTEE MEETING

Tuesday, 21 March 2023

4:00 p.m. – Via Zoom

ACTION MINUTES

MEMBERS PRESENT: Bill Thompson, Chair; Yong Tang, Vice Chair; Julia Albarracin, Secretary

ALSO PRESENT: Mark Mossman, Associate Provost; Craig Whetten, Parliamentarian; Annette Hamm, Faculty Senate Office Manager

1) Chair Thompson reiterated his belief that it time for WIU to have a policy on bullying. He related that University Professionals of Illinois (UPI) has been dealing with bullying issues all this year and has dealt with them before. He thinks that WIU, like many universities, has a history of tolerating bullies. Chair Thompson spoke with Trustee Polly Radosh, who is strongly in favor of creating a policy, but it would involve changing the Board of Trustees (BOT) Regulations. She thinks it might go under the sections of the Regulations on harassment or campus civility. Chair Thompson related that the BOT requires two readings to adopt a new policy, meaning the earliest date for a first reading would be the June meeting and the earliest date for a second reading at the September/October meeting.

Associate Provost Mossman expressed his personal support for creating such a policy and believes the Provost's office would also be in support. He thinks it would be good in a pragmatic way, such as an aid to chairs, for instance. Chair Thompson remarked that this is not about academic freedom or disagreeing strongly with someone's intellectual position on something. He added that yelling at someone is also not bullying; rather, bullying is systematically devaluing another person to the point where that person cannot do their job.

Chair Thompson stated that if the BOT established a policy and someone violated it, some kind of sanction would be applied, and due process would need to be followed. He thinks what is needed is a definition of bullying and a statement that WIU will not tolerate it and will sanction those found to be bullying someone. Senator Tang thinks the idea of creating such a policy is a good one and is surprised that WIU does not already have this.

Chair Thompson suggested an ad hoc committee be created to draft a policy. In order to keep the committee small, the decision was made to recommend that it include one senator, one trustee, one administrator, one representative from the Council of Administrative Personnel, and one representative from the Civil Service Employees' Council. The Executive Committee will determine a charge for the ad hoc committee and a deadline for it to complete its work before taking it to Faculty Senate to vote on its creation.

2) Chair Thompson reported that results are in from the survey of Unit B faculty requested by Faculty Senate. The results show that if Faculty Senate approves granting emeritus status to Unit B faculty, they would like to receive the title of Associate Faculty Emeritus. The original proposal will be revised with this preferred title and resubmitted to Faculty Senate for a vote during Old Business on March 28.

3) Chair Thompson announced that the evaluation of President Huang has been unable to be distributed due to problems with the Qualtrics license. Associate Provost Mossman and representatives from University Technology are meeting with the company tomorrow morning at 11 to try to find a solution. Due to the delay, the report from the Committee on Provost and Presidential Performance will need to be pushed back to the April 25 Faculty Senate meeting.

4) Chair Thompson remarked that it would be good if retired faculty were able to be of assistance to the university in some way. Associate Provost Mossman related the administration has been working for the past couple of years on a mentoring program to help with onboarding new faculty. He said the idea of pairing recently retired faculty with students and new faculty has been floated for the last few months as a possible project. Chair Thompson agrees that WIU should do something more programmatic for its retirees to keep them engaged with the university in a positive way.

5) The Executive Committee finalized the remainder of the Senate agenda for March 28, and the meeting adjourned at 4:52 p.m.

Respectfully submitted,

Annette Hamm, Faculty Senate Office Manager
and Recording Secretary