

# FACULTY SENATE EXECUTIVE COMMITTEE MEETING

Tuesday, 28 February 2023  
4:30 p.m. – Via Zoom

## ACTION MINUTES

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

**ALSO PRESENT:** Manoochehr Zoghi, Provost; Craig Whetten, Parliamentarian; Annette Hamm, Faculty Senate Office Manager

**GUESTS:** President Guiyou Huang, Tonya Little, Julie Cox

1) President Huang told the Executive Committee that he just left a meeting of state university presidents and chancellors where they discussed trustee onboarding issues and working with community colleges. He stated that Governor Pritzker included a seven percent increase in appropriations for state universities in his budget. He noted that universities received a five percent increase in FY 22 and FY 23, but the Governor is proposing two percentage points more for FY 24 than for the last two years. President Huang stated that this seven percent appropriations increase will translate to about \$3.7 or \$3.8 million for WIU. President Huang has been asked by some people if the Governor's proposal will become a reality since it needs to be approved by the legislatures on May 15. The President has been told that that the Governor's proposed budget is the anchor for negotiations with the General Assembly; in other words, the proposed budget with the seven percent increase will not likely change. President Huang added that in the two years he has been at WIU the state legislature has basically followed the budget proposals by the Governor.

President Huang predicts this appropriations increase should help WIU offset its deficit. He said WIU is not unique in having a deficit, nor is ours particularly big, but it is a structural deficit. He explained this is a simple concept: the difference between the amount of money one has and the actual amount one spends is the structural deficit.

The President told ExCo it is too early to tell whether enrollment will grow again this fall. He suspects the university will not have a good idea of retention and freshmen enrollment until May or June, and he cannot predict at this point. He said Vice President for Enrollment Management Amber Schultz told the leadership group this morning that the admissions apps are a little down compared to previous years, but admits are a little bit up. He said the challenge and highest importance continues to be how to improve retention. Chair Thompson has heard the admits and acceptances were down considerably for the Quad Cities campus this spring. President Huang said roughly 900 students matriculated at the Quad Cities campus, and that has not changed much. He added that the number of international students on the campus showed an increase.

President Huang told ExCo there will be a Board of Trustees meeting on March 23-24 on the Quad Cities campus. He thinks the most important agenda items will be the discussion and approval of any recommended changes to Fall 2023 tuition and fees. President Huang has been pointing out very consistently for the past two years that WIU's international student tuition rate is one of the lowest in the state. Currently, WIU's international student tuition rate is the lowest statewide at 1.5 times the domestic rate. The President stressed that he is sensitive to the needs of WIU students and to retention needs; however, Faculty Senate, the University Professionals of Illinois, and WIU's employees are all concerned about revenue generation because if the university has it, then salary increases can be provided, and if revenue generation is absent, they cannot. He said there is no desire to rip students off, but he wonders if WIU wants to have the lowest tuition rate both for traditional domestic and for international students. The President's cabinet is working on how to present this narrative to WIU's constituents and to the Board of Trustees at their spring meeting.

President Huang believes the message from Governor Pritzker's office has been clear and emphatic: now that they are giving universities more dollars, those institutions are expected to find ways to lower their tuition rates. President Huang told the Deputy Governor that WIU would look into this. He may ask the Board of Trustees to approve a flexible tuition rate increase to let the Governor's Office know that WIU is trying to make its education more financially viable and sustainable over the long term.

President Huang, Provost Zoghi, Vice President Schultz, Interim Vice President for Finance and Administration Shannon Sutton, Budget Director Renee Georges, Director of Governmental Relations Jeanette Malafa, and a representative from the Office of Institutional Research and Planning will meet with the Illinois Senate and House near the end of this month to offer testimony on the budget. He stated that WIU requested an \$18 million increase last year, but normally nothing changes because by the time of this meeting the Governor's budget is already set. The President promised that WIU representatives will present their case emphatically, clearly, and in person, and it is up to the legislators what they want to make of it.

Chair Thompson asked why the elevators in Malpass Library could not be fixed with the \$26 million in the university's auxiliary account. President Huang responded that those dollars are earmarked for debt services used to pay down debts in other buildings.

President Huang updated the Executive Committee on the status of recent searches. Paul Edwards, Chief Business Officer from the Richard Bland College of the College of William and Mary in Virginia, will begin his duties as Vice President for Finance and Administration on July 1. President Huang thinks he will do a lot of good for WIU and that he has some good ideas. He plans to look to the new vice president for partnership and leadership to help the university out of its financial quagmire.

Zoom interviews were conducted with candidates for the Vice President for Advancement, Alumni Relations, and Athletics. President Huang stated that the search will move forward with campus interviews in March. He related that the search for a Director for Institutional Research and Planning is ongoing. President Huang said interviews should take place very soon. This is a critical position which handles data mining, data presentation, and data analysis.

President Huang recalled that it has been four months since the university began its comprehensive capital Campaign for the W, and it has so far resulted in \$46 million in the bank. The campaign goal is \$100 million, the largest campaign goal in the history of WIU. President Huang said this explains why he has been travelling recently to Alabama, Arizona, and Florida because he is in full campaign mode. The university needs to collect \$55 million by September 2027. The campaign is being led by President Huang and Foundation Executive Officer Brad Bainter until the new vice president is elected and on board.

President Huang told ExCo there are some supply chain issues which are causing delays in construction of the Center for the Performing Arts. He thinks the building will likely be completed in Spring 2025 rather than in 2024, as had been hoped. Chair Thompson asked if there are penalties built into the contract if the building is not completed by the deadline, noting that sometimes there are rewards built in for finishing early. President Huang responded he does not know and would have to ask Assistant Vice President for Facilities Management Troy Rhoads.

Senator Albarracin heard a rumor last year that part of the problem with WIU's fiscal deficit was that the university offers so many scholarships that many students pay virtually nothing to attend. President Huang responded that last year WIU depleted all of its \$24 million funding from Covid, adding that the university would have been in a much deeper financial hole without those dollars and he is very grateful to the federal government for that assistance. He related that the last month of last year's fiscal cycle saw a large amount of spending, despite the fact that a memo had been sent out to remind employees to be cautious about spending.

President Huang related that WIU had a policy for a number of years that stipulated that every student bringing in a 2.0 GPA would receive a scholarship, and that was not a good policy because many of these students were not retained. He noted that most universities that he is familiar with do not offer scholarships for students with 2.0 GPAs, and WIU spent a lot of money because of that policy. He said this was an important cost of the overspending on scholarships because the university was, in effect, following a philosophy of buying students; it did not end up stabilizing enrollment, however, because it did not attract a lot of students despite being offered for several years. He pointed out that enrollment was not stabilized until the last two years. President Huang, his Cabinet, and Vice President Schultz corrected the policy last fall once the problem was identified.

President Huang reiterated that other institutions have much larger deficits than WIU, but he would rather not have any. He stressed the need to generate income by enrollment and retention in order to be able to offer salary increases and increased operational dollars and does not think WIU is at that point yet. He stated, however, that

the university will do better with the correction of the scholarship policy, with the increase promised by Governor Pritzker, and, hopefully, with a strong fall enrollment. Chair Thompson asked if the discount rates would be changed for Fall 2023. President Huang responded he does not know but he hopes this can happen because that is another policy area that needs to be cracked. He noted that most universities do not have 40-50 percent discounts, meaning that for every dollar that is brought in the university only keeps 49 cents. He thinks this is an area where stronger stewardship of the university's finances is needed, and he hopes that happens soon with the new financial leadership. He stressed that WIU needs to curb spending and to generate more dollars through enrollment, auxiliary services, and grants and contracts in order to be financially stable and sustainable.

Senator Albarracin asked how the \$100 million generated by the comprehensive capital campaign will be used. President Huang explained the campaign is based on four pillars: scholarships for students; technology advancements; diversity, equity, and inclusion; and faculty support. He noted that technology is currently a big vulnerability for the university. He hopes that Slate can be implemented soon because the university's current enterprise resource planning (ERP) system is not efficient or reliable, but millions of dollars are needed to start up the new ERP. President Huang is working with University Technology CIO Greg Kain, Provost Zoghi, and Interim Vice President Sutton to finally nail down the system for purchase, and that decision needs to be made soon.

Chair Thompson asked when President Huang expects the study for a new College of Law Enforcement and Justice Administration to be completed. President Huang responded he has asked Director for the School of Law Enforcement and Justice Administration Jill Myers to begin working with the groups. He thinks a proposal may be able to be presented to the Board of Trustees for endorsement in September 2023 if the task force develops a good, viable plan that has buy-in from the major campus groups. He stated that this is not a university-level change, but it would be good to have the BOT's approval. If they endorse the plan in September, President Huang anticipates that implementation work could take place next fall, and the new college could be established in January 2024. Chair Thompson asked if there will be a search for a new dean; President Huang responded this will be the decision of the Provost. Provost Zoghi noted that all of the task force members are now in place with the addition of faculty representation last week, and the task force will soon convene. He thinks it may be wise to appoint an interim dean and take time to identify a permanent dean if the decision is made to go forward in that fashion.

Provost Zoghi stated that the second of the candidates for the Dean of the College of Education and Human Services visited campus today. Chair Thompson remarked he did not see any invitations go out to attend meetings with the candidates. Provost Zoghi stated that Library Dean Hector Maymi-Sugranes was the chair of that search committee. Chair Thompson said invitations are typically extended to attend the public sessions.

President Huang announced that the Office of Justice, Inclusion, Diversity, and Equity (JIDE) has moved into the University Union. JIDE was established in September 2022, and up to this point Carl Ervin has acted as Interim Director of both JIDE and the Multicultural Center. President Huang said Katy Gorsuch was hired as the new Director of the Multicultural Center, effective March 20, so JIDE and the Multicultural Center will now be formally separated. A clerical employee has been assigned to be shared between the university's legal counsel's office and the new JIDE office to provide support and make sure both offices function properly. He added that the legal counsel formerly had access to 30 percent of the time of one of the President's staff members.

Chair Thompson asked what the current thinking is regarding administrators getting \$5,000 for moving expenses and faculty only receiving \$3,000. He thinks they should be the same. President Huang clarified it is not that administrators are receiving \$5,000; that needs the President's special approval. He noted that a couple of administrators received \$5,000 but others received \$3,000, so it is not an automatic policy. Chair Thompson asked if faculty can also ask for the special \$5,000 allowance. President Huang responded he would like for Provost Zoghi and Associate Provost Russ Morgan to look into that first. He explained that part of the consideration is the availability of dollars; there are only a small number of vice presidents, but faculty would be a much larger number.

Senator Tang asked what accomplishments the president is most proud of after his two years at WIU and what challenges have surprised him. President Huang responded he thinks he brought a good amount of stability to the campuses in terms of leadership and in not cutting programs or laying off employees; while this is less tangible because it is not a number, he thinks it is important. When he arrived two years ago, most of the senior

leadership was interim whereas now the Provost, President, Vice President for Enrollment Management, Quad Cities campus leadership, and now new CFO are all permanent. At the dean's level only one interim dean is still in place and the rest are all now permanent.

President Huang noted that there have been a couple of salary increases for faculty, staff, and non-negotiated employees offered since his tenure as president, something which had not occurred for several years. The President, with the help of the Global Studies office, has brought in more international students than ever before. The new JIDE office has been established.

President Huang stated that a big accomplishment which has been very important psychologically is that enrollment has grown for the first time in ten years by 2.5 percent. He noted that WIU is one of only four public universities out of the 12 that grew enrollment for the current year, so that was very important for the university's momentum.

The President noted that although a comprehensive capital campaign was discussed for years, it has now been launched, and he is on the road and collecting donations which will support student success and faculty development. Finally, the new Center for the Performing Arts is being built after being in discussion for about 14 years. President Huang noted that in the last six years ground was broken twice only to have the funding recalled. He said the administration was very aggressive in securing the \$120 million for the building; the president gives credit to Troy Rhoads, Shannon Sutton, and Jeanette Malafa, but President Huang was always in the mix of those efforts as well. He added that the dollars have been secured and will not be returned.

2) Both CAGAS and the Council on General Education (CGE) have submitted reports in response to a revised proposal regarding the way students with AA and AS degrees transfer to WIU. The proposal, which would allow transfer students nationwide with these degrees to be considered to have met the university's Gen Ed requirements, came before Faculty Senate early last fall after going to CAGAS, but the CAGAS report was not approved nor was the item returned to the agenda for further discussion at that time. The report was revised to address concerns expressed by senators and sent back to CAGAS and to CGE, both of whom approved the revised document; the vote at CAGAS was 5 yes – 2 no – 1 abstention, while the vote at CGE was 7 yes – 0 no – 1 abstention. Their reports and recommendations will come before Faculty Senate together under Reports from Committees and Councils on March 7.

Chair Thompson observed that Faculty Senate asked for changes to the policy to make it clear that Gen Ed requirements within majors would still have to be fulfilled by transfer students, and that change has been made. Both CAGAS Chair Julie Cox and CGE Chair Tonya Little related that their councils felt that transfer students may not come to WIU if their General Education requirements were not considered to be met, as is currently the case with transfer students from Illinois and certain border counties. Both indicated that their councils had several members who came from a community college background and were sympathetic to the concerns of transfer students. Chair Thompson thinks the university does not transfer in enough students to make up the loss of tuition from allowing transfer students to have all their university Gen Ed courses met, but the two council chairs countered that without this change those students will not consider transferring at all, so the tuition dollars will be lost anyway.

3) The Executive Committee had asked CAGAS to consider whether the Academic Integrity Policy should be revised to include specific language regarding artificial intelligence (AI), such as ChatGPT. Dr. Cox told ExCo that CAGAS discussed this several weeks in a row. She said CAGAS ultimately decided to recommend that instructors use the following language on their syllabi, if they so choose:

*“Content generated by an artificial intelligence third-party service or site (AI-generated content) without proper attribution or authorization is a form of plagiarism.”*

Dr. Cox told ExCo that the subject is so gray and so much is unknown that the council did not want to revise the Academic Dishonesty Policy at this time. She stated that if a faculty member believes that AI has been used to plagiarize, the faculty member can work through the existing process, but until it is understood better what that would look like, CAGAS was reluctant to touch the existing policy. Dr. Cox related that one member compared AI to calculators: initially, no one wanted calculators in the classroom, and now that technology is everywhere. She thinks AI is something faculty will have to learn to adapt to, but for now it is still unknown. Chair Thompson remarked he thinks CAGAS made a wise recommendation.

Senator Tang asked if the proposed syllabus statement is somewhat redundant to what is already in the policy; Dr. Cox admitted that it is. She stated that the only potentially new statement is to clarify that artificial intelligence by a third party is a form of plagiarism. She added that plagiarism is not just stealing from a journal at this point; it is an entirely new technology.

Senator Albarracin asked if plagiarism is just using AI without attribution or if using AI would be allowable if attributed to specific mechanism. Dr. Cox responded that is one of the intricacies of this issue that CAGAS did not know. She noted that Google Docs or email can use predictive words, so the question is where the line is drawn. Senator Tang said he will not allow his students to cite Wikipedia because it is not a credible source and wonders whether students would be allowed to cite ChatGPT. Chair Thompson responded faculty would have to make that clear in their classes. Parliamentarian Whetten stated that, as a librarian, his position is that there is no good or bad information; there is just more or less useful information. He suggested students could cite Wiki if they use context, such as “This is the Wikipedia version and this is the way it is presented in the scholarly world.” He thinks students may be able to cite ChatGPT if they are honest in saying “This section was generated by ChatCPT.” He thinks problems occur when students use ChatGPT to create documents whole cloth without attribution and stressed that transparency is important. Dr. Cox pointed out that AI will be embedded in Microsoft Word and Google Docs at some point. Senator Tang related that today one of his students challenged a fact presented by Senator Tang in his class by citing ChatGPT.

CAGAS additionally recommended that Faculty Senate consider creating “an ad hoc committee or task force to delve into what AI programs look like and how they are used.” Two current CAGAS council members have volunteered to serve on such a task force. The Executive Committee will discuss this further at their next meeting.

4) The Executive Committee finalized the remainder of the Senate agenda for March 7, and the meeting adjourned at 5:47 p.m.

Respectfully submitted,

Annette Hamm, Faculty Senate Office Manager  
and Recording Secretary