

**WESTERN ILLINOIS UNIVERSITY
FACULTY SENATE
Regular Meeting, 26 January 2016, 4:00 p.m.
Capitol Rooms - University Union**

ACTION MINUTES

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

SENATORS ABSENT: M. Carncross, S. Szyjka

GUESTS: Neil Baird, Stacy Betz, Matt Bierman, Safoura Boukari, Lee Brice, Erik Brooks, Rica Calhoun, Tom Cody, Merrill Cole, Simon Cordery, Katrina Daytner, Hunt Dunlap, Richard Filipink, Mandi Green, Algerian Hart, Sharon Hunter, Michael Lorenzen, Charles Lydeard, Angela Lynn, Adrianna Marshall, Sue Martinelli-Fernandez, Kyle Mayborn, Patrick McGinty, Heather McIlvaine-Newsad, Erica McJimpsey, Jim McQuillan, Lisa Melz-Jennings, JoAnn Morgan, Russ Morgan, Jim Olsen, Scott Palmer, Nancy Parsons, Shazia Rahman, Joe Rives, Steve Rock, Gary Schmidt, Aimee Shouse, Alphonso Simpson, Brian Stone, Holly Stovall, Matt Tanney, Michelle Terry, Jack Thomas, Bill Thompson, Ron Williams, Lora Wolff

Chairperson Pynes introduced two new senators. Brian Locke, Music, is returning from a fall 2015 sabbatical, and Scott Holt, Biological Sciences, replaces Jennifer McNabb, who is on sabbatical this semester.

Chairperson Pynes stated that everyone is interested in doing the right thing for WIU, and doing the right thing includes making sure that the University flourishes. He reminded senators to keep in mind that Faculty Senate is the representative faculty body that provides a faculty voice, so faculty ideas, issues, and concerns should be its top priority.

I. Consideration of Minutes

- A. December 1, 2015
- B. December 15, 2015 – Special Meeting

BOTH SETS OF MINUTES APPROVED AS DISTRIBUTED

II. Announcements

A. Approvals from the Provost

- 1. Request for New Course
 - a) RPTA 367, Introduction to Meetings, Incentives, Conferences and Events, 3 s.h.
- 2. Requests for Changes of Minors
 - a) Global Politics
 - b) Meteorology
- 3. Request for Change in Interdisciplinary Minor
 - a) Event Planning and Management
- 4. Request for Change of Major
 - a) Meteorology

B. Provost's Report

1. President Thomas

In light of the fact that there is still no budget for the state, President Thomas spent the day in conversations with state legislators about his concerns and about the State of the State address by Governor Rauner scheduled for Wednesday, January 27. State university presidents and chancellors sent a letter to the Governor recently when they learned that the budget that they had expected to be approved by January may not now be approved until April or beyond. President Thomas recently heard that the state may not have a budget until November, which he stressed is unacceptable.

President Thomas told senators that if the budget is not approved before November, WIU will "have to do a lot of things to make it through the summer." He explained that once August arrives, tuition money should help the University through part of the fall semester. He reminded senators that while the state is undergoing very tough times, other institutions are facing the same challenges as WIU. State university presidents and chancellors now meet weekly to discuss their shared concerns. President Thomas reiterated that while the situation is unacceptable, WIU has been dealt a hand that the institution must work through, and it will take everyone to do that.

President Thomas announced that a bill has been proposed in Springfield to provide universities with Monetary Assistance Program (MAP) funding. He has heard that while the bill proposes full 2015-16 MAP reimbursements, universities may only receive one semester. The President stated that any little bit would help. President Thomas predicted that WIU's spring enrollment will be down, although final figures will not be available until the tenth-day report.

President Thomas related that at yesterday's Board of Trustees (BOT) meeting he tried to present a picture of where the University has been, where things stand currently, and where WIU is going. He stated that the BOT approved layoffs, but there was some confusion regarding remarks made at the meeting. President Thomas announced that tenured faculty will be removed from layoff consideration at this time. He explained that the removal of tenured faculty names is solely an administrative decision made as a show of good faith and as a result of both the administration and University Professionals of Illinois (UPI) being unable to come to a decision about how to address the budget crisis. He stressed that removal of tenured faculty from the layoff list does not admit any wrongdoing on the part of the administration and is completely unrelated to the collective bargaining agreement. President Thomas was interviewed by *The Chronicle of Higher Education* today; that issue will be published tomorrow. In it he announces that tenured faculty will be removed from the current layoff list. He added that Interim Provost Neumann will confirm this individually in correspondence with faculty.

Interim Provost Neumann updated senators that 177 graduate students received their degrees during fall 2015. Traditional undergraduate students receiving degrees totaled 590, and General Studies graduates totaled 73. She called it a healthy fall graduation. Interim Provost Neumann also stated that incoming freshmen GPAs by major have been released. Incoming Musical Theatre freshmen had the highest GPAs at the end of their first semester with 3.7 collectively. She anticipates that spring headcount will be down slightly but that graduate students will show an increase from spring 2015.

Interim Provost Neumann announced that a vacancy of several months for a Development Director for the College of Fine Arts and Communication has been filled by Julie Baker.

The College of Arts and Sciences is developing living-learning communities for residence halls beginning fall 2016. These will include specific floors dedicated to Women in Science, Biolife, and Humanities/Liberal Arts majors.

WIU will host the Ag Mech Show on February 6 and 7 in Western Hall. This is the largest student-run agricultural show in the nation. Interim Provost Neumann encouraged those who are not involved in agriculture to come visit this wonderful event which offers something for all ages.

Interim Provost Neumann reminded senators that an announcement was made at the Faculty Assembly regarding a market analysis study of the Quad Cities area to determine opportunities, both at the undergraduate and graduate levels. Some preliminary data that is starting to arrive shows the possibility of additional opportunities for engineering and technology-related fields, marketing and sales, and health services management. She expects additional analysis to arrive in the coming weeks, followed by the next phase of analysis of graduate opportunities.

2. Staff Reduction Analysis Process

Interim Provost Neumann observed that the state's budget crisis has put pressure on many agencies: Chicago Public Schools are laying off 227 employees, while Lutheran Social Services recently announced they must eliminate 750 positions, which is 43 percent of their employees. Chicago State University has said they will not be able to pay their employees beginning in March. Eastern Illinois University (EIU) has announced they must reduce expenditures by an additional \$10 million; they will no longer be able to purchase equipment, all maintenance and repairs unrelated to safety and security are being deferred, employee reimbursements for travel as well as new hires are frozen, and they may have to lay off hundreds of non-instructional employees and mandate furlough days beginning in March. Interim Provost Neumann related that Dr. Beth Purvis, Governor Rauner's Secretary of Education, visited this part of the state less than two weeks ago to meet with K-12 leaders. Dr. Purvis stated that she would not be surprised if there are three to four fewer public universities in Illinois this time next year.

Interim Provost Neumann told senators that there are two separate but intertwined issues affecting WIU: 1) decreasing student enrollment, and 2) lack of a budget from the state with no end in sight. Western's enrollment has declined 25 percent since 2006; enrollment has declined 13 percent since 2011, but faculty numbers have only been reduced by 6.5 percent. Interim Provost Neumann stressed that staffing resources still need to be better realigned. Since 2002, the University has lost 39 percent of its state appropriations. Interim Provost Neumann believes that WIU has practiced sound fiscal management, and some academic and non-academic departments have combined during that time period, but she believes that additional departments will have to consider merging. Some non-instructional employees have already been laid off, but Interim Provost Neumann believes more will be needed to make sure that WIU is open for the next 117 years and beyond.

Interim Provost Neumann stated that the administration and UPI have had some good discussions over the last several weeks, and there were some good suggestions brought forth, but many would likely only result in temporary savings. Suggestions included a "PAA holiday" and going to a four-day a week teaching schedule. Interim Provost Neumann observed that the four-day teaching schedule would not result in a lot of savings; classrooms would just have to be kept open longer during instructional days, so electrical and other cost savings would be minimal. She said that some suggestions would require commitments through 2020, but the administration does not feel that it can make accurate predictions with the situation as it is now so does not think it is feasible to make promises that far out. Interim Provost Neumann stressed that WIU needs immediate and permanent savings.

Interim Provost Neumann stated that the BOT authorized the administration to initiate Staff Reduction Procedures, Articles 24 and 40 of the UPI contract. She stated that this action was “all but unthinkable” given the history of WIU, and no one could have predicted the current fiscal situation. Interim Provost Neumann said she is cognizant that layoffs will affect not only WIU’s faculty and their families but also the institution as a whole and the local community, and she does not want to be put in a position to have to layoff employees; however, decisions must be made for the long-term to maintain WIU’s core values and ability to serve its students.

Interim Provost Neumann provided senators in their packets with a document explaining the staff reduction analysis process. She said the process was used to determine a demonstrable reduction within a “holistic and consistent framework.” Each department was reviewed for the following:

- a. Change in the Number of Majors: enrollment trends and the number of majors in each degree program were analyzed over the last five years. Downward trends over the last five years of ten percent or more resulted in further investigation.
- b. Change in the Number of Graduates: trends and the number of degrees conferred annually for each major were analyzed over the last five years. Downward trends over the last five years of ten percent or more resulted in further investigation.
- c. Change in Student Credit Hour (SCH) Production: trends in SCH production. Downward trends over the last five years of ten percent or more resulted in further investigation.
- d. Student/Faculty Ratio: the overall student/faculty ratio, and changes in student/faculty ratio. Downward trends leading to a student/faculty ratio of much less than 17:1 resulted in further investigation.
- e. Consideration of Other Known Information: examples include information regarding known retirements, pending program changes, change in faculty levels over the analysis period, etc.

The document also compares the current Illinois Board of Higher Education (IBHE) guidelines, put in place July 1, 2015, with IBHE proposed guidelines being considered for July 1, 2017:

Current IBHE guidelines *based on five-year averages*:

- Minimum numbers of undergraduates: 25 majors, 6 degrees conferred annually
- Minimum numbers of masters: 10 majors, 5 degrees conferred annually
- Minimum numbers of doctoral: 5 majors, 1 degree conferred annually

Proposed IBHE guidelines *based on three-year averages*:

- Minimum numbers of undergraduates: 40 majors, 9 degrees conferred annually
- Minimum numbers of masters: 10 majors, 5 degrees conferred annually
- Minimum numbers of doctoral: 10 majors, 2 degrees conferred annually

Interim Provost Neumann has received numerous questions about the analysis and suggestions for modifications, including weighing SCH production more for graduate classes, for classes taken by department majors, for General Education classes, or for upper-division credit, so it is clear that everyone has an opinion regarding the best metrics for analysis. According to WIU’s Office of Institutional Research and Planning (IRP), 27 of the 64 undergraduate degree programs, or 42 percent, provided 85 percent of the graduates for FY15. Additionally, 24 programs, or 38 percent, provided only five percent (ten or fewer) of the graduates. Interim Provost Neumann observed that WIU has created specializations over the past few decades, which was a natural thing to do when enrollment was steady or increasing and funding from the state was predictable, but the question must now be asked whether the University can maintain that quality in so many programs. She pointed out that one result that is already being felt is that the University cannot continue to invest as heavily as it should in some departments whose impact could

be enhanced with additional resources, and whose impact could also spread and affect all areas of the University. Interim Provost Neumann stated that this reinvestment part of the plan has been discussed in all the college town hall meetings and at Faculty Senate. She stressed that WIU cannot continue on its current path of higher costs and excess capacity; staffing needs to be realigned to meet student demand. She acknowledged that many employees have brought forth great suggestions, and stated the administration is continuing to act on some of those. She encouraged faculty to continue to suggest ideas with high impact which will help the University to move forward.

Chairperson Pynes pointed out that Interim Provost Neumann provided the Staff Reduction Analysis Process document to senators as partial response to the Faculty Senate's resolution of December 15, which stated that "the challenges of difficult budgetary circumstances prompted the announcement of faculty layoffs on December 8, 2015 *without the concurrent publication of the rubric by which faculty reduction decisions were reached* or the sufficient evaluation of contributions made by academic departments, programs, and faculty in the creation of said rubric."

Senator Sadler asked how long WIU could continue into the fall semester with tuition revenue if the budget is not passed until November 2016. President Thomas responded that Western's budget each month totals approximately \$10 million. He stressed that the administration will do everything it can to make sure that payroll continues to be met. President Thomas hopes that a budget is signed before the summer, but, if not, reductions can be made that would keep the University open through the summer months.

Budget Director Matt Bierman reiterated that WIU will exhaust all of its financial resources in order to maintain payroll. He stated that conservation measures would need to be taken to get the University through the summer and part of the fall. Mr. Biermann informed senators that, if enrollment remains fairly steady, the University usually takes in \$70 to \$73 million in tuition alone per year, an estimated \$36 million for fall 2016. He noted, however, that this does not all arrive in August; a "chunk" arrives in August and September, then income trickles in after that point. Mr. Bierman explained that the \$10 million in monthly expenses represents the appropriated side. He stated that the \$36 million – because the University by fall would have exhausted financial resources from other entities across campus – would have to cover their payroll and expenses as well, which actually comes to about \$18 to \$20 million per month, with some months having more expenses than others. Mr. Bierman stated that if WIU starts August with zero and with \$36 million in revenue for the fall semester, the University could continue about two months before the situation became "very serious." President Thomas added that it must also be taken into consideration that the University's enrollment may continue to decrease.

Senator Roberts asked if it is now WIU policy that retention of tenure by a faculty member is contingent upon student enrollment in classes offered by the faculty member's department. Interim Provost Neumann responded that it is not.

Senator Halverson stated that a faculty member asked him if the administration will be considering the structure for vice presidents and possibly not filling some positions. President Thomas responded that the structure for vice presidents is being considered; a committee will be established to weigh in on this.

Senator Westerhold said she assumes the original layoff plan was intended to reach some measure of cost savings. She asked if that cost savings will be diminished with the removal of tenured faculty, who may draw higher salaries, from the list and if additional layoffs will be needed to compensate for the change. Interim Provost Neumann responded that the original list was created to realign staffing needs, not to realize a specific cost number. Chairperson Pynes remarked that, if the justification for the layoffs was due to lower enrollment in certain programs, and if there is not higher enrollment now, faculty may wonder why tenured faculty were removed from the list. President Thomas explained

that when looking at history, the numbers reflect staffing concerns. He added that the recently established APER Committee will be making additional recommendations concerning programs. Interim Provost Neumann added that if there is a “silver lining,” it is that these actions have already generated some great discussions about other ways and areas in which some faculty might be able to contribute. She stated that Senator Roberts, for example, provided a list with good examples of other places in the University and other endeavors on which he could help. She added that it is very heartwarming to see that those discussions are being brought forward by the faculty, and they will be ongoing.

Senator Keist asked what number of people formerly on the layoff list will now be continuing their employment at WIU. She also wonders, if faculty who were not on the layoff list start leaving the University, what will happen to their home departments. Interim Provost Neumann replied that she and some others at WIU have worked at institutions that have had layoffs, and it is an unfortunate side effect of the process that some individuals will decide they wish to explore opportunities elsewhere, which commonly happens when institutions see enrollment declines. Senator Keist asked if faculty who are laid off will be invited to come back if their departments see reductions. Interim Provost Neumann replied that UPI Article 25 includes a recall window of three years where laid off individuals are given the opportunity, if an opening occurs, to come back to WIU.

Senator Sadler recalled Interim Provost Neumann’s remark that some proposals were more temporary in nature, such as a PAA holiday. He asked what some more permanent alternatives to layoffs might be. Interim Provost Neumann responded that across-the-board salary reductions and revenue enhancements that would increase enrollments are two more permanent alternatives to layoffs. President Thomas added that furloughs would offer temporary relief. Senator Roberts asked if the administration is considering a PAA holiday. Interim Provost Neumann replied that this was proposed as a temporary solution, but it would have to go through the contract negotiation process, which does not occur until next fall.

Women’s Studies professor Holly Stovall expressed an objection to the word “staff” when referring to faculty, adding that she worked hard for her doctorate and applied for a faculty position, and faculty and staff have different meanings at WIU. She added that when the administration begins to change the language, it represents a devaluation of faculty. Interim Provost Neumann apologized and stated that she did not intend to offend, but the UPI contract refers to “staff reduction procedures” and she uses the word “staff” to refer to all of the employees of the University.

UPI President Bill Thompson asked if the MAP legislation being proposed in Springfield is for MAP funds spent this year or MAP funds for FY 17. President Thomas responded that he believes the funds are for the current academic year; he heard about the bill from a legislator today.

Dr. Thompson asked if tenured faculty are being removed from the layoff list “with no strings attached” or if they could find themselves back on the layoff list via Article 26 of the UPI contract. Interim Provost Neumann responded that the University will be working through the APER Committee process so it is possible that some individuals will be affected by those results.

Dr. Thompson asked if summer tuition revenue is factored into projections for how long WIU could make it into the fall without state funding. Mr. Bierman responded that summer tuition dollars usually generate only about \$1 to \$2 million based on revenue versus expenses, and that this amount is already accounted for in the models being used to try to reach the end of the fiscal year. President Thomas stressed that the administration does not know what exactly will happen; he remains hopeful that the state will agree on a budget before the end of the fiscal year but added that everyone must be prepared in case

that does not occur. He added that he looks forward to hearing what the Governor says in his State of the State address.

History professor Rich Filipink asked if the President could elaborate on the committee that will be looking into what might or might not work when reorganizing vice presidential areas. President Thomas responded that the committee has been discussed but has not yet been formed; a study will be done before the committee formation.

Senator Dodson related that a recent article in *The Chronicle of Higher Education* quoted a community college president who was told by Governor Rauner not to count on being reimbursed by the state for this year's funding. She added the Governor was quoted as saying he is not concerned about the current year's budget and is ready to move onto discussions of next year's budget. She asked if WIU would have to close if the University receives no reimbursement of funds for FY 16. President Thomas responded that he is acting as if the University must move forward without a budget. The President recalled that at the Faculty Assembly he said that WIU cannot depend on the state and must act like a private institution right now. He stated that the goal is survival until the next fiscal year because he is sure the state will not go two years without a budget. President Thomas has told Vice President for Advancement and Public Services Brad Bainter that WIU must increase its fundraising, but the amount provided by the state to the University cannot be made up in fundraising alone. President Thomas added that WIU must streamline everything it does, and everyone must work together until the budget crisis is past. He has heard rumors that the Governor has told some institutions that they will not receive money and will be allowed to close; he believes those in Springfield are playing a political game and WIU is caught in the middle. President Thomas stressed that the BOT told him to keep Western's doors open, and he must do that as President; while the situation is difficult and is no one's fault at WIU, the institution must make it through this crisis.

C. Student Government Association (SGA) Report
(Dovile Svirupskaite, SGA Representative to Faculty Senate)

Ms. Svirupskaite told senators that SGA holds its first meeting of the semester this evening.

D. Other Announcements

1. WIU's Quality Initiative for the Higher Learning Commission
(Joe Rives, Vice President for Quad Cities and Planning)

Vice President Rives told senators the Quality Initiative (QI) is mandated by the Higher Learning Commission (HLC). He stressed the importance of WIU maintaining its accreditation to the highest standards because 75 percent of WIU students receive some form of financial aid, and if an institution is not accredited it cannot administer financial aid. He explained that QI must occur between years seven and ten of the accreditation cycle and must address "a significant challenge that faces the institution." President Thomas and vice presidents have decided to use Western's current circumstances and the establishment of the three task forces to advance WIU.

Vice President Rives related that the first task force, formed in fall 2015 under the leadership of Interim Provost Neumann, is looking at academic excellence and responsiveness. Part of this initiative is the Quad Cities market study, considering how resources in the Quad Cities can best be used to gain credit hours. Also being considered is a more efficient General Education program for WIUQC, which does not need the entire portfolio of Gen Ed courses offered on the Macomb campus but may work better with freshmen moving through in cohorts. The task force is also looking at alternate semesters.

The second task force, led by Interim Vice President for Student Services Ron Williams, focuses on student costs. Vice President Rives related that a recent price sensitivity study

showed that WIU is in danger of pricing itself out of the educational market. This led to the three percent tuition reduction by the BOT, allowing all domestic students to attend at in-state rates, and payment of MAP funds in advance of state reimbursement. Vice President Rives stated that 2,700 WIU students receive MAP funds, and WIU would have experienced irrevocable enrollment challenges if resources had not been reallocated to those students.

Vice President Rives chairs the final task force on social responsibility. It examines how WIU can be at the forefront of the regional landscape. As part of this process, Admissions Director Andy Borst has worked with Spoon River College on a dual enrollment initiative, while Vice President Rives is working with many other community colleges in Illinois, Iowa, and Missouri. He hopes that Elgin Community College will sign a dual enrollment agreement with WIU next week; students would rotate classes between WIU and Elgin Community College beginning their freshman years. Vice President Rives will also visit Lincoln College in Normal next week. He stated that the task force is looking at institutions that WIU has not yet partnered with but for which there are partnership opportunities. He related that Ashford University will close its Clinton, Iowa location this summer; 22 institutions were competing for those 400 Ashford students, and Vice President Rives worked very hard to get an agreement to accept Ashford's academically qualified students. So far, 25 Ashford students have committed to one of WIU's campuses. Vice President Rives described the current recruitment market as "ferocious."

Vice President Rives has been charged by the BOT to visit 40 corporations in northwestern Illinois that may yield enrollment for WIU. He explained that these companies have tuition assistance programs for their employees but have not yet had close connections to WIU. He related that KJWW is looking at an MBA partnership with WIU, and Tyson Foods wants to do something with WIU's Western English as a Second Language (WESL) program.

Vice President Rives informed senators that next year it will be time to revise WIU's Strategic Plan. He explained that the task force recommendations which have not yet been implemented should form the next Strategic Plan, which should be clearly focused on enrollment, persistence, graduation, increased revenue, and streamlined expenditures. Vice President Rives will be coming to Faculty Senate later this year to ask for representation on the committee working on the Higher Values in Higher Education update. He said that the three task forces have involved approximately 90 members of the campus community, including students, faculty, and staff, and he will send a list of those members to the Faculty Senate office.

Vice President Rives stated that after the task forces and updated Strategic Plan are completed, the initiative for the following year will be finishing the Persistence and Completion Academy. This has involved three teams totaling 90 individuals asking how the University can better retain its students. Their primary focus thus far has been to create a data warehouse. He added that Chairperson Pynes represents Faculty Senate on the Macomb committee; there is also a committee for distance learning and for Quad Cities.

Vice President Rives explained that following all three of these initiatives, it will be time for the University's reaccreditation. He said this will involve telling the HLC how WIU advances the University and its students according to the higher planning initiatives. During the fifth year of reaccreditation, WIU will host a self-study; HLC will be invited for consultation but this input will not go against the University because the process is decoupled from accreditation. Vice President Rives believes WIU is well positioned as long as the focus remains on students. He added that the energy and passion that the University is exhibiting out of concern for its employees must be given equally to the students that WIU serves.

Senator Myers asked if departments are notified when Vice President Rives tries to forge partnerships with companies that offer tuition reimbursements. She pointed out that departments can provide enthusiasm for their programs and convincing arguments for why companies would want to send their students to WIU. She added that a written agreement does not mean anything unless these companies know what departments can offer to their students. Vice President Rives replied that he notifies the provost and either college or Quad Cities dean, depending upon the location. He gives the companies a very generic presentation and also uses it as an opportunity to start fundraising. He tries to let the company guide the conversation. In the case of Tyson, their Human Resources Director indicated that they have a huge need for ESL instructors, so Vice President Rives informed Interim Provost Neumann and Rick Carter, Director of the School of Distance Learning, International Studies, and Outreach. Vice President Rives provides deans and the Provost with updates from his trips, and must report quarterly to the BOT about his progress.

Vice President Rives said that he would like to get permission to visit Thompson Prison. Senator Myers asked if there is a list of businesses that Vice President Rives plans to visit. She believes there is huge marketing potential if departments could know about these efforts. She added that her department, for example, has some connections and ideas about what WIU could offer in terms of existing classes or programs that Vice President Rives may not be aware of but that companies may want to see. Senator Myers stated that some connections, such as with prisons and LEJA, are obvious, but there are other connections that may not be as obvious, such as churches that want to learn about security in light of bomb scares. Vice President Rives replied that he would welcome this input. He offered to send to the Faculty Senate office a list of the companies he is contacting and their websites. He added that Royal Neighbors is considering funding Parliamentary Deitz's Ready to Run initiative in the Quad Cities. He stressed that it is critical that if an offer is made to a company, the University follows through.

Dr. Thompson asked what effect the dual enrollment programs have on General Education at WIU and whether such agreements take SCH hours from WIU to give them to other institutions. Vice President Rives does not believe that they do. He said that dual enrollment programs are a way to get students into WIU's doors who cannot afford the full WIU experience. Dual enrollment includes special admissions for academically qualified high school students. He related that these students are being advised to take General Education at WIU; if they do not like one WIU campus, they are being encouraged to go to the other WIU campus, but if they are not ready for either campus they can attend a community college without being penalized when they finish at WIU. Vice President Rives believes that due to the economics of a four-year education, these programs help WIU gain students that the institution would otherwise have totally lost.

History professor Scott Palmer remarked that the Higher Values in Higher Education Strategic Plan is 11 years old, having been created in FY 05 with several updates since that time. He said that it is based on two underlying presumptions: 1) that WIU-Macomb will sustain programs for 12,500 students, and 2) that WIUQC will sustain programs for 3,000 students. Dr. Palmer stated that there were 1,217 students enrolled at the Quad Cities campus in 2005, down from an enrollment of 1,470 in Fall 2001; this fall, there were 1,140 students enrolled on the Quad Cities campus, the lowest enrollment at WIUQC in 15 years. He explained that when Dr. Rives became Vice President at the Quad Cities campus in 2009, Institutional Research and Planning began disaggregating extension enrollments and student credit hours, which continues to occur in IRP's yearly fiscal reports. He stated that the extension enrollment is normally reported for Macomb, the Quad Cities, and other extension sites, but SCH enrollment is sometimes disaggregated – divided into Quad Cities and Macomb enrollments depending upon where students were enrolled for the majority of the previous semester. He explained that if a student took two courses in the fall semester at WIUQC and only take online courses in the spring, the student would be listed as a Quad Cities student even if the online courses were taught by Macomb faculty members. Dr. Palmer stated that he has been trying to find out for about a year why in

some cases IRP disaggregates Macomb versus Quad Cities students. He believes this is important because everyone is concerned about SCH production. He has determined that approximately 90 percent of online classes are offered by faculty whose primary appointment is on the Macomb campus. Dr. Palmer stated that when Vice President Rives was asked about this reporting procedure at the December BOT meeting by the student member and Chairperson Pynes, he responded that he has been “doing this for 25 years” and has talked to IBHE representatives who indicate that the way WIU is determining these figures represents an IBHE best practice. Dr. Palmer is surprised that IBHE believes that disaggregating data for a university with one main and one satellite campus is a best practice. He asked what Vice President Rives means by an IBHE best practice and how the IBHE determines what constitutes a best practice.

Vice President Rives replied that if Dr. Palmer wonders how enrollment is coded, he would be happy to meet with him and the Registrar to go over that process. He stated that it is standard practice in Illinois and across the nation to provide both main campus and branch campus reporting, based upon the semester and where the student takes the majority of his/her classes. Dr. Palmer asked if this is the way campuses such as Southern Illinois University, with Edwardsville and Carbondale campuses and separate budgetary lines, report their enrollments and SCH production. Vice President Rives responded that every university in Illinois reports on-campus and off-campus data. He added that this topic seems to be out of order for the agenda. Chairperson Pynes suggested that IRP representatives may need to be involved in this discussion. Interim Provost Neumann added that some of this speaks to IRP reporting guidelines, so they would be the best resource to answer these types of questions. Dr. Palmer asked what division at IBHE Vice President Rives contacted regarding this reporting question; Vice President Rives responded that he contacted the Department of Planning and Budget. Dr. Palmer stated that when he contacted the IBHE, he was sent to the Office of Information Management and Research who indicated that IBHE does not disaggregate. Vice President Rives reiterated that this discussion seems to be out of order.

2. Chairperson Pynes announced that David Banash, English, won the tie-breaker vote to represent the College of Arts and Sciences on the Academic Program Elimination Review (APER) Committee. Previously-elected members of the Committee include: Barton Jennings, Management and Marketing (B&T), Cindy Piletic, Kinesiology (E&HS), Kathryn Pohlpetter, Communication Sciences and Disorders (FA&C), and Sean Cordes, Malpass Library (University Libraries).
3. Election notices will be distributed on Wednesday, January 27 to fill fall 2016 vacancies on Faculty Senate. Senators Bennett, Burke, Cabedo-Timmons, Carncross, Myers, Siever, Silberer, and Westerhold will be completing their terms in fall 2016.
4. Due to budget reductions, only ice water will be served at the Faculty Senate meetings beginning immediately. Additionally, the reception to recognize retiring emeriti faculty and administrators, held before the last Senate meeting every spring, will be eliminated. Retiring emeriti faculty and administrators will continue to receive a certificate recognizing that they have met the criteria, as well as receiving the other benefits listed on the website (<http://wiu.edu/policies/retfacadm.php>), and their names will be added to the large plaque on display in the University Union William E. Brattain Lounge.

III. Reports of Committees and Councils

A. Council on Curricular Programs and Instruction (CCPI) (Lora Wolff, Chair)

1. Curricular Requests from the Department of Engineering Technology
 - a) Request for Change of Major

- (1) Construction Management (Option A, Construction Management, and Option B, Facility Management)

CHANGE OF MAJOR APPROVED

B. Committee for Intercollegiate Athletics (CIA)
(Jim Olsen, Chair)

1. Student-Athlete Absence Report

The chart of student-athlete missed class data for the 2015-16 academic year shows that one fall sport (volleyball) exceeded the guidelines that require sports teams not be absent more than five Monday-Wednesday-Friday classes and four Tuesday-Thursday classes per semester. For spring 2016, baseball, men's and women's basketball, and men's golf will all exceed the guidelines. Reasons for approving the exceptions were provided to senators in the report; these largely address conference requirements.

CIA also provided the Fall 2015 Academic Report Card for student athletes. Of the 408 student-athletes tracked last semester, 33 (12%) achieved grades of 4.0, 239 (59%) reached 3.0 or above, and 102 (27%) ended the semester with honors. Dr. Olsen reported that overall GPA for student-athletes was 3.09; women's sports achieved a 3.14 fall semester GPA, while men's sports finished with a GPA of 2.95. The teams with the highest GPAs included women's tennis, swimming, softball, soccer, and golf, and men's tennis, golf, swimming, and soccer.

Senator Boynton asked if FERPA regulations prevent the names of student-athletes achieving 4.0 GPAs to be published. Dr. Olsen responded that student-athletes sign a waiver allowing publication of such private information as their weight, height, etc. Senator Boynton remarked that she had several volleyball athletes in one of her classes and was concerned that their absences were part of a general trend, but after seeing the report it appears that it was the exception.

NO OBJECTIONS TO THE REPORT

IV. Old Business

A. Proposed Title IX Language for Course Syllabus Policy

Chairperson Pynes stated that after an animated discussion at a previous Senate meeting about a proposed addition to the course syllabus policy to address Title IX reporting requirements, he took comments from the meeting, in conjunction with alternate versions of the language provided by the Director of Equal Opportunity and Access, to develop a proposal for consideration:

This statement is required for all courses:

University values, Title IX, and other federal and state laws prohibit sex discrimination, including sexual assault/misconduct, dating/domestic violence, and stalking. If you, or someone you know, has been the victim of any of these offenses, we encourage you to report this to the Title IX Coordinator at 309-298-1977 or anonymously online at: http://www.wiu.edu/equal_opportunity_and_access/request_form/index.php . If you disclose an incident to a faculty member, the faculty member must notify the Title IX Coordinator. The complete Title IX policy is available at: <http://www.wiu.edu/vpas/policies/titleIX.php>.”

Senator Boynton thanked Chairperson Pynes for his work on the statement, adding that it does a good job of mirroring the disability support statement that it immediately follows in the policy.

Motion: To approve the proposed addition to the Course Syllabus Policy (Boynton/Hironimus-Wendt)

MOTION APPROVED 18 YES – 2 NO – 0 AB

Senator Boynton asked about the process for disseminating the required changes to faculty before they begin work on next year's syllabus. Chairperson Pynes responded that normally this information is disseminated by the associate deans who remind faculty of their duty to include particular information on their syllabi and send a link to the syllabus policy. The proposal must still be sent to the President for final approval.

V. New Business

A. Discussion of Models of Votes of No Confidence

Chairperson Pynes told senators that he has been contacted by several faculty members who want Faculty Senate to hold a vote of no confidence on members of the administration. He stated that, although some universities have procedures to address this process, WIU's Faculty Senate does not have a procedure for no confidence votes since the University has been run so well for so long. Chairperson Pynes spoke with the former faculty senate chair at Eastern Illinois University, Grant Sterling, who is now the vice president of their faculty union, about the recent no confidence vote on their provost. Parliamentarian Deitz also looked into this process at other universities and found that there are several models.

Parliamentarian Deitz reported that models of no confidence votes may be very specific; the constitutions of some faculty senates specify who no confidence votes may be leveled against and what specific measures may be taken. She stated that what became very clear from her readings of the various faculty senate constitutions, bylaws, and models is that votes of no confidence are not something that are entered into lightly. She said there is a level of seriousness regarding not only what constitutes a vote of no confidence but also, in some cases, who the vote can be held against. Parliamentarian Deitz added that generally no confidence votes are advisory in nature. She suggested senators may wish to discuss the various procedures at their disposal to conduct no confidence votes when asked to do so.

Chairperson Pynes noted that in some cases subgroups – such as individual departments or faculty councils – conduct votes of no confidence. He stated that what Faculty Senate needs to decide as a body is if a policy and procedure should be developed to address these types of votes. He related that Dr. Sterling at EIU believes that the best model for no confidence votes is one that maximally engages the faculty by requiring a certain percentage of faculty to call for the vote, indicating a groundswell of support. Chairperson Pynes noted that it would not be advisable to have a vote of no confidence generated by a small minority of individuals and then fail, which could make the faculty and University look bad.

Chairperson Pynes observed that, even though Faculty Senate has not up to this time developed specific language addressing votes of no confidence, the closest existing language to the process recommended by Dr. Sterling is the referendum procedures outlined in Article VII of the Constitution:

Section 1: Any action of the Senate shall be subject to referendum upon presentation of the petition signed by twenty percent of the eligible faculty. All petitions for referenda must include the precise language to appear on the ballot to be used in each referendum. A referendum may also be initiated by a majority vote of the Senate. A valid request for a referendum suspends all actions that directly depend upon the result of the referendum.

- Section 2: A request for referendum shall be submitted to the chairperson of the Senate who shall convene the Executive Committee of the Faculty Senate within ten school days.
- Section 3. The Faculty Senate Executive Committee shall conduct the referendum by mail ballot to the eligible faculty within thirty days of the receipt of the petition by the Senate chairperson.
- Section 4. The Senate shall be governed by the results of the referendum.

Chairperson Pynes told senators that votes of no confidence can be conceived of as something that should be articulated in the Faculty Senate Constitution specifically or as something that can be subsumed within the general referendum procedures in Article VII, but this is a discussion topic that some faculty wished for senators to engage in.

Senator Roberts asked Parliamentarian Deitz what she meant by stating that such votes are generally advisory in nature and what might cause an exception to such advisory impact. Parliamentarian Deitz responded that Section 4 makes Article VII a binding referendum; the results of the referendum will be binding upon the body in terms of a threshold reached by the voting faculty. She explained that advisory means that the no confidence vote represents a way to express sentiment or communicate to the BOT or a governing body. She added that there is nothing to prevent other groups engaging in that type of communication as well. Parliamentarian Deitz explained that actions that occur on the floor of the Senate are also advisory in that they do not mandate anyone to act. Senator Locke asked if a binding referendum means that the Faculty Senate would be bound to send the sentiments of the faculty to the BOT but it would not be binding on that Board; Parliamentarian Deitz confirmed this is correct.

English professor Merrill Cole stated that he drafted a resolution which he understood would be discussed at this meeting. He told senators that he brought other faculty to support him, but they were unable to stay because he had thought this discussion would be at the front of the meeting. Dr. Cole stated that he is one of many faculty members who have lost confidence in the Thomas administration, and he would like faculty to have the opportunity to call the Thomas administration to account. Dr. Cole said he would like Faculty Senate to administer the vote of no confidence but not to give an opinion regarding it. He would like to give faculty the opportunity to voice an opinion on the events of the past couple of months.

Chairperson Pynes explained that New Business falls at the end of the agenda, so Dr. Cole is not being given favored or unfavorable treatment, merely standard. Chairperson Pynes distributed to senators a Resolution for a Confidence Vote on President Jack Thomas, prepared by Dr. Cole and delivered on January 26. Chairperson Pynes told Dr. Cole that he has three options regarding the vote of no confidence:

- 1) Use the procedure outlined in Article VII of the Faculty Senate Constitution whereby 20 percent of faculty sign a petition to place a referendum before the Faculty Senate; with 611 eligible faculty, this would come to 122 names;
- 2) Ask a senator to create a motion to add Dr. Cole's referendum to the agenda since, according to Article VII, "A referendum may also be initiated by a majority vote of the Senate";
- 3) Wait until the Faculty Senate creates a policy to specifically address votes of no confidence.

Chairperson Pynes stated that once 122 names on a referendum are verified by the Senate office and ExCo, ballots would be mailed to faculty for a vote. Dr. Cole asked if he could use the referendum he has already prepared and simply add a signature sheet; Chairperson Pynes replied that since Dr. Cole's referendum states exactly what he wants the ballot to say, that should be fine. Dr. Cole asked for clarification on the second option for bringing the referendum to a vote on the floor of the Senate; Chairperson Pynes explained that if a senator

introduced Dr. Cole's referendum, and a majority of senators approved it, then Faculty Senate would be bound to distribute the no confidence ballots to faculty and abide by the results of the vote. Dr. Cole stated that he would like to start with this option, but if nothing happens then he would default to the procedures outlined in Article VII. Dr. Cole stated that he does not want the referendum to fail, and he believes he is doing something just by coming before Faculty Senate because he thinks many faculty feel similarly but are unable or unwilling to speak up.

Chairperson Pynes related that Dr. Sterling told him the justification for trying to get signatures on a referendum is so that the person (or group of people) bringing forward the vote of no confidence knows that there is a large contingent of support for the movement. Chairperson Pynes observed that it would be curious if the faculty vote came back 90 percent against and only 10 percent in favor of a declaration of no confidence. He added that this process allows an individual to find out what kind of faculty support is in place before moving forward.

Dr. Cole stated that he will work within the referendum process and try to obtain signatures of 20 percent of the faculty. Senator Brown, who serves on the Committee on Provost and Presidential Performance, pointed out that if faculty wish to have a voice in evaluating the President, they will have the opportunity next week when the Senate's annual survey of the President is sent out. He noted that only about 25 percent of the faculty have responded in recent years. Dr. Cole stated that he has always participated in the survey evaluation process, but he believes that faculty are being faced with extraordinary circumstances, and normal vehicles of expression are insufficient. Senator Brown pointed out that all full-time faculty have a chance to participate in the survey and offer their free comments about the President's performance. These comments are summarized and presented to the BOT. He stressed this is one way that faculty voices can be heard.

Senator Roberts asked why Dr. Cole's referendum was not included in Senate packets. Chairperson Pynes responded that the referendum was delivered after packets had already been distributed.

Senator Boynton remarked that it seems the referendum process as outlined in the Senate Constitution can be fairly easily applied in this particular instance or in any instance of votes of no confidence. She noted the only down side is that there is a built-in delay; otherwise, she thinks there is no reason that a vote of no confidence cannot be accommodated within the existing referendum process.

Dr. Thompson asked how long the no confidence vote would take under the referendum process. Chairperson Pynes responded that ExCo would follow the referendum rules, and he believes it would take 40 days or less; there would also need to be a conversation about how long faculty would be given to return their ballots, which is typically ten days to two weeks.

Senator Silberer asked if the referendum process bypasses Faculty Senate and goes directly to ExCo to distribute the ballots once the signatures are verified. Chairperson Pynes responded that if 20 percent of the faculty want the no confidence ballots to be distributed, then ExCo must distribute them.

Motion: To adjourn (Kapale)

The Faculty Senate adjourned at 5:39 p.m.

Jeff Brown, Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary