

# **WESTERN ILLINOIS UNIVERSITY FACULTY SENATE**

**Regular Meeting, 14 October 2025, 4:00 p.m.**

**Via Zoom and Union Capitol Rooms**

## **ACTION MINUTES**

**SENATORS PRESENT IN PERSON:** D. Allwardt, E. Asare, S. Chakravorti, P. Cole, R. Di Carmine, H. Elbe, N. Gillotti, D. Gravitt, M. Hoge, D. McArthur, J. McKenzie, A. Melkumian, J. Robinett, F. Tasdan, S. Turkelli, J. Walker, L. Wipperling, E. Woell

**SENATORS PRESENT VIA ZOOM:** E. Hamner, R. Sharma

**SENATORS ABSENT:** A. Frederick, R. Kelly, H. Mason

**EX-OFFICIO:** William Gblerkpor, Parliamentarian; Mark Mossman, Provost

**GUESTS:** Lori Baker-Sperry, Tom Blackford, Mary Bourell, Amy Carr, Sarah Lawson, Jessica Lin, Anita Hardeman, Lorri Kanauss, Hector Maymi-Sugranes, Stacia McKeever, Nadia Nieblas Nunez, Holly Nikels, Lorette Oden, Renee Polubinsky, Peter Schoenfield, Emily Shupe, Chad Sperry, Sebastian Szyjka, Ripley Zanger

### **I. Consideration of Minutes**

#### **A. September 30, 2025**

#### **MINUTES APPROVED AS DISTRIBUTED**

### **II. Announcements**

#### **A. Provost's Report**

Provost Mossman announced that the search committees for the Assistant Vice President for Academic Affairs and the two Associate Vice President for Academic Affairs positions have been finalized, and two of the three have met already. He said the committees will hold their first formal meetings next week if individuals have applied for the positions by then. He noted that the two dean positions are moving through the process and will likely be advertised next week as well. Provost Mossman promised to make sure that all faculty in the Division of Academic Affairs are aware of those once they are advertised.

Provost Mossman observed that this is WIU Homecoming week, and the President's Inauguration will be held at 1:30 p.m. on Thursday, October 16 in the COFAC Recital Hall. The Homecoming parade will be held on Saturday, October 18, followed by the football game against Charleston Southern at 3:00 p.m. The Provost encouraged everyone to attend.

Provost Mossman has now had a chance to review the Rebuild Communication Plan submitted by the Communication Committee and had no objections to anything the committee produced. He thinks the university should focus on internal communication first, so beginning this Thursday, October 16, Provost Mossman will begin to personally email updates to the entire division, which he hopes to do weekly on Thursdays or Fridays. He thinks the Communication Committee has done a great job identifying the basic problem of a lack of access to communication, ideas, and what is going on at the university. Provost Mossman realizes that a weekly email will not solve this problem and that there are certainly more things to do, but he thinks it is a start.

#### **B. Student Government Association (SGA) (Ripley Zanger, SGA Director of Academic Affairs)**

Ms. Zanger reported that SGA held its first committee meetings last week; these are important for passing legislation, so she hopes this will lead to more action items being generated. She reported that almost all of the Faculty Senate council positions for student reps have been filled with SGA Cabinet members, with the exception of one remaining vacancy for CAGAS, which will be opened up to SGA Senators.

Ms. Zanger reported that SGA Speaker Winter Hurst-Leadicker is working with Macomb Mayor Mike Inman to get SGA more connected with the city. She said SGA is excited about this new initiative.

Chair Robinett expressed thanks from the Senate for the role SGA plays in shared governance at the institution. He thinks this is very important and that it is wonderful to have student feedback on things.

#### C. Faculty Senate Chair's Report

Chair Robinett related that when he last spoke before the Board of Trustees, he emphasized that the university faces challenges and that he feels a responsibility to speak with both candor and care. He remains mindful that faculty hold a wide range of perspectives regarding where the university is and where it is headed; some faculty are concerned about the pace of the Rebuild and leadership transitions while others have expressed appreciation for what they see as forward momentum. Chair Robinett thinks the reality is that the leadership of Academic Affairs needs to be in place so that they can guide and participate in the vital decision-making process that still needs to be done. He recognizes that, given the lasting effects of historic underfunding and leadership turnover, it will take the university some time to work through all of the complex situations needing to be negotiated. Chair Robinett also recognizes that much of this work is thankless and expressed thanks to the senators as well as to the people across campus and in the community who have been sharing their thoughts, concerns, worries, and hopes. He thinks it has become clear that engagement is vital to shared governance, and he is seeing more authentic shared governance this year than in recent ones. He appreciates the faculty, students, staff, retirees, and administrators who are actively engaging in trying to help the university navigate terrain whose only constant is change. He noted that WIU is not the only institution going through some of the things the university has undergone recently; there is a lot happening both in Illinois and in the nation.

Chair Robinett expressed a desire to begin his report by highlighting several outstanding achievements that were brought to his attention this week. He stated that, while many of them are no longer at WIU, he would be remiss as Chair of Faculty Senate not to acknowledge the librarians who today were recognized as Librarians of the Year by the Illinois Library Association at its conference. He also noted that Senator Frederick was recently named one of the Illinois Nurses Association's "40 Under 40" Emerging Nurse Leaders.

Chair Robinett recognized that this week WIU had the honor of inaugurating Dr. Kristi Mindrup as its 13<sup>th</sup> President. This week also celebrates Homecoming and the opportunities it brings for engagement with alumni, students, colleagues, and the community. Chair Robinett also welcomed Robert Kelly, who will be the newest Faculty Senator.

In a follow up to questions that emerged from recent Senate meetings, Chair Robinett reported that the Senate is still waiting on the exact number of appointments that the Counseling Center had last year. He recognizes that the Center has had turnovers among their staff and very full schedules right now as they are meeting with students, so they are working to provide those numbers. He said the Center has indicated they are seeing pretty successive appointments throughout the day.

Chair Robinett reported that Vice President Roselieb has shared the assumptions that she used to build the models that she outlined in the last Senate meeting; she told him the projected numbers were built on level incoming freshmen and transfer classes based on Fall 2025 levels, a 60 percent retention rate, and moderate adjustments down in graduate enrollment. He said Vice President Roselieb told him graduate enrollment is more difficult to predict due to factors such as program

changes, international student fluctuations, graduate assistantship subsidization, and other things that might be happening. He said she also shared that although there were no state appropriation projections in her presentation to the Faculty Senate, the financial models for the three years she outlined assumed level funding to FY 25 level with continued uncertainty. Chair Robinett stated that now that Faculty Senate has heard from Vice President Roselieb, the Senate's Budget Transparency Committee will call its first meeting in order to dig deeper into those student numbers to better understand what is going on.

Chair Robinett encouraged senators to review the Illinois Commission on Equitable Funding proposal which was loaded into the shared Google Drive. He said it contains a lot of relevant information highlighting the historic processes that have contributed to WIU's current situation. He noted the document also provides a glimpse of why some other institutions are very allied with what WIU is trying to do. He suggested that senators share this report with their colleagues in order to facilitate ongoing advocacy.

Chair Robinett noted that a couple of people have asked about the conference that he and Provost Mossman attended last week. He told senators WIU has received two NCAA Accelerating Academic Success Program grants, and one of the requirements of that grant is that recipients attend a conference that brings together university administrators, academic support personnel, and athletic staff to talk about how to better support academic achievement across their institutions. He noted that it was not strictly focused on athletics but looked at how participants can leverage a variety of funds to better support what is needed on their campuses. He recalled that two topics discussed at great length from a variety of presenters and viewpoints were retention and career readiness preparation. He and Provost Mossman brought back quite a few resources regarding that which they will share.

Chair Robinett observed that there were many things that changed in WIU General Education last year. He stated that, as a practice of shared governance, the Senate's Council on General Education (CGE) and the Provost's Office are working to develop a process for General Education approvals that respects the philosophy of WIU General Education while recognizing scheduling efficiencies and the level of engagement faculty put into developing these courses. Chair Robinett and CGE Chair Josh Averbeck have been meeting with Provost's Office representatives and agree that an update to WIU's General Education philosophy and goals is needed in order to match the realities of the current university after last year's changes. Chair Robinett and Dr. Averbeck will bring a proposal outlining this process to the Senate Executive Committee in the near future. Chair Robinett noted that in the meantime it should not be assumed that new Gen Ed courses will be added simply by achieving Illinois Articulation Initiative (IAI) approval. He explained that departments will need to develop Gen Ed curriculum and submit documentation to their deans for approval, after which, if supported by the dean, it will then go to the Associate Vice President for Undergraduate Programs for scheduling review before being submitted to IAI. He said that once all of these approvals are in place, the curricular request can go to CGE, who will review the course to determine if it aligns with WIU's Gen Ed philosophy and goals. He related that, in conversations with Dr. Averbeck, it was agreed that it did not make sense to go through the process with CGE if ultimately the course was not going to be approved at other stages in order to get into the rotation. Chair Robinett stated that the charge that will be given to CGE will include proposed processes for faculty to lead the update to Gen Ed philosophy and goals. He reminded senators that those charges will come from this group, so there can be discussion about what something as vital as General Education needs to look like moving forward.

#### 1. Digital Dashboard Update

Chair Robinett expressed thanks to Jessica Lin, Interim Associate Dean of the College of Business and Technology, for the time she has put in to get the digital dashboard ready. He stated that anyone going to the Faculty Senate website and clicking on Councils and Committees ([https://www.wiu.edu/faculty\\_senate/committees/index.php](https://www.wiu.edu/faculty_senate/committees/index.php)) can open up the digital dashboard to see what has been proposed over the various months for Senate and Rebuild councils and committees. He encouraged senators, prior to Faculty Senate meetings,

to review the digital dashboard in case there are specific questions they may wish to ask Provost Mossman or Chair Robinett, or other chairs who may visit at future meetings.

Chair Robinett observed there was a recommendation in the Rebuild Communication Plan that asks for more communication about major actions or votes that might be taken by Faculty Senate which should be communicated to the faculty at-large to make sure they are aware of those types of things. He said the Plan also includes a component for creation of a Jot Form to allow people to ask questions that could then become FAQs on the Faculty Senate and Academic Affairs Rebuild websites as a way of furthering communication.

Chair Robinett related the Rebuild Efficiency Committee has submitted proposed changes in schedule building to the Registrar, tested an automated ACE sheet, and continues to review administrative procedures and policies. He noted that one of the speakers today has already presented to the Rebuild Academic Use of Space Committee; it was based on that presentation that Chad Sperry, Director of the GIS Center, was invited to talk to Faculty Senate about what space looks like on campus. Chair Robinett noted that committee is also currently surveying chairs and directors to gain a deeper understanding of how departments and schools are using general and special use spaces. He remarked that as part of this process it has been found that there are a lot of spaces on campus that are so restricted and designated in use that they are largely going unused for large parts of the week. He said the goal of the Rebuild Academic Use of Space Committee is to develop a plan that allows for better utilization of campus spaces which will allow the university to more meaningfully prioritize improvements that need to happen in some classrooms.

Chair Robinett noted that all of the Senate councils and committees regularly meet to address the charges they were given. He said that CAGAS, for instance, has noted at each of their meetings the changes that may need to be made to their processes. CAGAS was asked to work with a variety of campus groups on the Academic Integrity Policy and will bring proposed changes to that document forward to Faculty Senate in January.

Chair Robinett announced that a faculty-led committee, including members of the Senate Council for Instructional Technology (CIT), has created two surveys to look at artificial intelligence (AI) at WIU, one for faculty and one for students. He said both will look at knowledge, use, and assessment of how AI affects educational processes. He observed that these surveys are not positioned to be positive or negative about AI but rather to help the university understand what is happening on the campus so that instead of anecdotal conversations the institution can begin to deal with data that can be justified at WIU. He said the intent is for this data to help guide policy formation, including the syllabus statement CIT is working on, and to help inform potential grant opportunities. Chair Robinett remarked there are a lot of foundations that are willing to support some AI work right now, so there is an opportunity to look into that.

2. Ad Hoc Faculty Senate Governance Committee

Chair Robinett congratulated Senator Wippering on being elected Chair of the ad hoc Faculty Governance Committee. He will ask her to provide an update at the next Senate meeting, adding that senators will regularly hear from that group as they move through their charge. He added that this will also regularly be shared with faculty in email updates so that they understand how all of this is going together.

3. Qualtrics Usage Policy

Chair Robinett explained that Faculty Senate is often asked to assist with administration of surveys using the Senate's institutionally-provided Qualtrics license, but it is impossible to assist everyone who wants to do a survey on campus. Chair Robinett did not think it was right for only the Senate Chair to have a say in who would or would not be assisted. He said for that reason he proposed a policy, which was adopted by the Executive Committee, so

that any survey would require prior approval from ExCo before the Senate's Qualtrics license could be used. He explained that requests will need to clearly demonstrate that the proposed survey aligns with the responsibilities and purposes of Faculty Senate. He noted that as an example of this, the Qualtrics license was recently used by Anthropology Professor Heather McIlvaine-Newsad to help with a library needs and utilization survey.

Chair Robinett appreciates Provost Mossman communicating with all faculty that the Associate and Assistant Provost positions are now available and that screening will soon begin. He thanked Senators Gravitt, Mason, and Melkumian for representing Faculty Senate on these searches.

Chair Robinett stated that search procedures have also begun for the two dean positions for the new colleges approved by faculty and Faculty Senate. He stressed that these are two new colleges, not reorganizations of existing colleges; Faculty Senate did not approve reorganizations but rather entirely new colleges. He recognizes that some units within these colleges may potentially change as things move forward, but those two colleges are new and should not be thought of as a merger. Chair Robinett said the tentative deadline for applications for the two dean positions is October 30. He noted that tonight Faculty Senate will select senators to represent the Senate on those search committees and will approve procedures for selecting the faculty reps for them.

Chair Robinett understands that many faculty feel this process is moving very, very quickly. He does not think that the way things were done in the past is an option that exists currently, and the Faculty Senate is called on to help lead the institution as it goes through the process to get the ship as right as it can be. He appreciates all of the questions, concerns, and even those individuals who have had a lot to say to him very loudly because it means that at least people are talking.

Senator Gravitt observed that Provost Mossman proposed a very aggressive search, evaluation, and selection schedule. She asked if any consideration has been given to possibly extending that timeline or whether once the deadline has been reached there is nothing else beyond that. Chair Robinett noted that there is a lot of conversation happening about the schools right now and what they will look like administratively moving forward. He said that while it has been determined there will be two colleges, people need the opportunity to engage and have meaningful conversations and dialogue about the schools within those colleges and time for any changes to come back through Faculty Senate. He appreciates that one thing that has been decided from the beginning is that Faculty Senate will be the body that will look at and reconsider any changes to those schools. He thinks the colleges need time to talk to one another about how they are constituted and what their way of doing things will be, which was behind the idea of doing the searches now.

Provost Mossman acknowledged this is a very ambitious timeline and said that if adjustments need to be made, they will be. He added that the goal is to be reasonable, particularly if there is not a robust pool. Provost Mossman pointed out that he worked according to the established procedures, so the position was advertised for 14 days. Senator Gravitt asked what is considered a robust pool. Provost Mossman responded that this is a committee discussion. Senator Gravitt remarked that obviously speed is of the essence, but she would not want the process to go so fast that it steamrolls and does not allow time for everyone who might be interested to ruminate about it. Chair Robinett remarked that is one of the reasons for making sure it is announced at this meeting. He added the dean search announcement will go out much like the AVP announcements so that people have the opportunity to know about the openings. He asked senators to communicate with people in their colleges or elsewhere on the campuses that they think would be good in these positions and try to encourage individuals to provide that robust pool of applicants.

D. Election of Senators to Dean Search Committees

1. College of Humanities, Arts, Sciences, and Education

Chair Robinett stated that the senator serving on this committee needs to be from one of the areas represented by this college; those senators who are eligible include Senators Asare,

Cole, Di Carmine, Gillotti, Hamner, McArthur, Sharma, Tasdan, Turkelli, Walker, Wipperlingle, and Woell.

Senators Hamner and Walker volunteered to serve on the search committee. Chair Robinett prepared and emailed a ballot to the senators within the college, and Senator Hamner was elected to represent Faculty Senate on this search committee.

2. College of Business, Health, and Community Programs

Senators from this college who are eligible for this service include Senators Allwardt, Elbe, Frederick, Gravitt, Hoge, Mason, McKenzie, Melkumian, Robinett, Chakravorti, and Kelly.

Senator Chakravorti asked if the senator serving on this search committee will be a voting member; Chair Robinett responded affirmatively. He added that whoever is elected as the Faculty Senate representative to these search committees will also represent their department/school on the committee, so no other faculty member from that school would be able to serve on the search committee. He said this is so that the search committee can include the broadest representation possible. Chair Robinett explained that the last time a dean search committee was created, there were established colleges, each of which had roughly six departments, but the two new colleges have many more than six programs that exist within them. He noted that in order to disperse that representative nature of the search committee, if a school is represented by a senator on the committee then additional faculty would not be eligible to sit on it. Senator Chakravorti asked what the approximate size of the search committee will be. Chair Robinett responded there will be approximately 12 members.

Senator Chakravorti volunteered. There were no other volunteers, and he was elected to represent Faculty Senate on this search committee.

E. Other Announcements

1. Chad Sperry, Director, GIS Center

Mr. Sperry thanked senators for inviting him to present an analysis of what was done by the GIS Center at the request of Provost Mossman. He related the Center was requested to look at space from a geospatial perspective and create some visualization tools that can be used to analyze what is going on with space utilization on the WIU campuses. He noted there was a 2013 study performed in a formal manner by an outside consultant; the GIS Center did not want to recreate that study, but they did pull a couple of maps from it to update as of 2024. He said the GIS Center asked the Registrar and others whether the current study using 2024 data needs to be redone using 2025 data, but the decision was that it did not because there have not been a lot of trending changes to space utilization on campus during that one year. He added that if others have a different opinion, the Center will take that into consideration, but this was a fairly lengthy study to complete.

Mr. Sperry introduced his colleague, Peter Schoenfield, who lives in Lake County and works remotely for the GIS Center. He said Mr. Schoenfield did much of the number crunching for the analysis. Mr. Sperry showed senators a 3D representation of the north end of the Macomb campus with different colors for classrooms versus other buildings. Each classroom building was stacked to show the different floors. Mr. Sperry said the classroom usage schedule was obtained from Administrative Information Management System (AIMS), and student workers helped with indoor mapping for campus buildings. He noted that every room is now mapped with a database associated with it by room number. He said each room was assessed based on whether it was occupied at various times of the day and the number of seats in the classroom. Mr. Schoenfield noted that every room listed as being active, with the potential for being utilized, was classified as either a lab or a classroom, but when they looked at the schedule for Fall 2024 there were many rooms that never had

anything happening in them. Mr. Sperry added it seems like there is adequate space on campus.

Senator Chakravorti asked what percentage of the total classrooms are empty over a particular time span, such as a week. Mr. Schoenfield displayed on the map those classrooms that were occupied at least once during the week and those that remained empty. Senator Chakravorti remarked that it appears about 50 percent are occupied at least once during a typical week. Mr. Schoenfield thinks the GIS Center should be able to provide an actual number once they delve deeper into the quantification of the data.

Senator Gravitt asked how the GIS Center determined if a room was scheduled for use. She noted that one of the classrooms belonging to the School of Engineering and Technology was loaned out to the School of Agriculture for research purposes, after which it was loaned out to the School of Computer Sciences. She said that while it might not be used every hour of every day, this room is multipurpose and gets used by different groups for different kinds of things. She asked how this would show up on the GIS map. Mr. Schoenfield replied that only classes and labs that were scheduled through AIMS are shown on the map; if a room was not part of that official schedule but was still used for other purposes, it would not be reflected on the map. He added that the GIS Center tried to mimic the 2013 report, and it was compiled by only looking at classrooms via the official scheduling system.

Senator Wipperling noted that in the Department of Theatre and Dance, they need classroom space, but they also need rooms for rehearsals outside of class to prepare for the work done in classes. She noted that the department has rooms which are used for rehearsals when they are not being used for classes; the office manager keeps a list of the rooms they are normally allowed to use for rehearsals and what times they are available, and students are allowed to sign up to use those rooms to rehearse. Senator Wipperling pointed out that none of this would have been available to the GIS center for their mapping, and she wonders if there are similar cases in other departments for their particular uses. She wonders how many of the classroom spaces that show up as unused by using the AIMS data are actually in use. Chair Robinett responded the Rebuild Academic Use of Space Committee recognizes this based on one of the presentations they heard. He said chairs and directors have been asked to complete a survey that would allow them to talk about additional spaces they are using. He said this Rebuild committee will look at all of this information together in order to develop a deeper understanding of what spaces are being used, how they are being used, and why those particular spaces are being used in the way they are.

Senator Wipperling remarked that in the handouts from the GIS Center, Browne Hall shows it is only be utilized at the 30 percent level, but many professors are private lesson teachers. She stated that 80 percent of what she does in a day is teach private voice lessons, so a lot of her load is teaching one student at a time in her office. She noted that although her office is being used as her classroom, no offices are being counted as classrooms in the GIS Center mapping, so she thinks Browne would likely show a much higher percentage of utilization if office usage as classrooms were to be included in the total. Mr. Sperry admitted this is a good point, and there are a lot of nuances to this study.

Mr. Sperry admitted the project did not even scratch the surface of lab analysis. He thinks this is something to keep in mind when having conversations moving forward. Mr. Schoenfield noted that when looking at published schedules a particular room used for a lab might be listed multiple times because it is both an undergraduate classroom and a graduate lab, for instance, so there are many different nuances that the GIS Center is trying to pack into these maps.

Senator Hoge noted that the basement of Knoblauch Hall appears to be mostly or entirely unused in the maps, but he knows that faculty use it all the time, and he sees people constantly in it, whether from the School of Agriculture, Engineering and Technology, or a building and trades high school course taught by Professor Brent Payne. He said the

basement is very active but shows all “blue,” indicating unused, on the map. Mr. Sperry responded this would be something to look into.

Senator Gravitt remarked that some classes in the School of Engineering and Technology are scheduled in two rooms. She asked if that was taken into account. She noted that some classes with labs are split and wonders if this was reflected. Mr. Schoenfield responded that this should have been accounted for because it would have been listed in the scheduling software for that class, and there would be a separate listing for the lab. Senator Gravitt noted it would still depend on if it was entered into the system correctly.

Chair Robinett remarked that one thing this conversation has shown is that the university has scheduling inefficiencies when it comes to its academic spaces as well as some of the other elements around the campus. He said that Senator Walker serves on the Rebuild Academic Use of Space Committee along with Chair Robinett and invited senators to share any additional concerns with them since the committee would welcome those things they should be looking for as they develop a plan.

Senator Tasdan remarked he uses a smartboard a lot since his courses are livestreamed, but some classrooms do not have a smartboard so cannot be used. He noted that this forces some classes to be limited to the couple of rooms with available smartboards, and faculty teach in those rooms more than others. Chair Robinett thinks this is one of the things that chairs and directors are being asked to respond to in the survey in order to get a better overall understanding of the rooms.

Senator Gravitt observed that some spaces are empty because programs have been eliminated, but if these spaces are repurposed for something else, that basically eliminates the potential for those programs to ever come back. She said one example is the second floor of Knoblauch Hall, where the kitchen and café are located; she noted that a high school class is using that side of the building, but otherwise it is not used much because those programs were eliminated. Senator Walker remarked these are the types of things the Rebuild Academic Use of Space Committee has been having conversations about, such as which rooms have certain technologies. He suggested these might become general classroom designations rather than department-owned classrooms. He said one example might be if a faculty member needs to teach a class that only requires a chalkboard and there is that type of classroom in another building, or if more specialized equipment is needed, such as is located in some of the rooms in Browne Hall. Senator Walker observed that some rooms in Browne are just full of music stands and no one would want to teach there, so that is more of a specialized space.

Senator Gravitt observed there is a room on the third floor of Knoblauch that Engineering and Technology Professor Dave Hunter obtained money to upgrade with every “bell and whistle” he could possibly want, but she does not think this is widely known outside of people who teach in Knoblauch Hall. She asked if there will be some kind of matrix so that if a professor needed certain capabilities and a room was not being used by the area that paid for it, it could be used by someone else. Senator Walker thinks the committee is hoping to get to this place based on what the deans, chairs, and directors submit.

Chair Robinett remarked this highlights a prime reason that the two new deans need to be selected, so that councils and committees that are doing this type of work can present them with information, some of those details can be determined, and policies can be developed that work for the specific programs within those new colleges. He noted there is a lot of data being collected about these rooms which is leading to discussions such as how the university categorizes electronic classrooms. He said conversations are occurring regarding whether an electronic classroom contains a computer and a projector; a computer, a projector, and a camera; or a smartboard. Chair Robinett expressed thanks to Registrar Sarah Lawson and others who are doing a variety of inventories on these spaces so that the ERP can be built to better schedule them. He suggested that if it can be determined which rooms really support



many individuals across colleges, the limited amount of extra dollars the university has might be able to be used to significantly improve rooms that can be used 8:00 to 5:00 every day in order to optimize the student experience.

Senator Woell thinks another thing to consider is the location of faculty offices in relation to classrooms. He noted that if he has to go from his fourth floor Morgan Hall office to teach a class in Stipes, it takes an extra five minutes of preparation to walk over to another building. He hopes that faculty offices in relation to their classrooms is kept in mind in terms of determining efficiency. Chair Robinett agreed that will certainly make a difference in scheduling, too.

Senator Allwardt asked if it is the intention, as the university moves into the two-college model, to move entire departments as part of this process. She asked if parts of the college are separate from others whether the intention is to try to consolidate them all together. Provost Mossman responded it is not. He said the intention is to maximize the university's space because WIU has a third of the students it had when these buildings were erected and full. He observed that it is not just faculty members who may have to walk but students who, because there is a reduced number of General Education courses on the schedule, may have to walk from Stipes to Simpkins Hall to get all of the courses they need, which is also something that needs to be taken into account. He noted that it is also important for the morale of the student body to see other students in robust classrooms. He reiterated that, as Chair Robinett remarked, there may be the possibility of a better allocation of resources into particular classrooms that are in general use in order to create a better student and faculty member experience. He added that all of these things are at the forefront of his mind.

Mr. Sperry remarked these are great questions and talking points. He distributed color maps to senators which provided an overview in terms of efficiency and utilization. Mr. Sperry explained that efficiency is how full a room actually is based on percentage of seats whereas utilization is how many rooms are used, but it does not take into account how full those rooms are; with utilization, the rooms are either used or not used. He noted that the GIS Center used the last space study from 2013 as a starting point and tried to replicate that going back in time, pulling classroom and schedule data from the mainframe and comparing it to the 2024 classroom utilization map. He noted that Waggoner went from 32.7, which is a very highly utilized average weekly room hour, to not being very utilized at all. He pointed out that the Center kept the legend the same as that used in 2013. He does not know that a lot of good analysis can be drawn from lab utilization; for instance, lab utilization in Currens Hall went up, but Mr. Sperry does not really have a good explanation for that phenomenon since most of the other lab rooms decreased in usage. He noted that looking at 2013 to 2024 in at least a couple of instances it appears that the university has increased efficiency when considering the number of seats occupied

Senator Gravitt recalled that in 2013 the School of Engineering and Technology had a Graphic Communications program housed in the basement of Knoblauch Hall, but by 2024 they no longer had that program and the classrooms had been converted to lab spaces. She asked how the changing of the use of these spaces was updated in the system. Mr. Sperry responded that either the classes were there or they were not. Senator Gravitt observed that they were there but may have been classified differently in 2013 than what they are being used for now. She recalled that in 2013 there were three Graphic Communication labs back-to-back whereas now one of the rooms is a research space and another is being used as a classroom. She does not know how the system is recapturing the retooling of some spaces for different purposes between 2013 and 2024. Mr. Sperry responded that he and Mr. Schoenfield did not look at anything related to changes; they just looked at the overall magnitude of what things looked like in 2013 compared to how they looked in 2024. He admitted there are definitely some anomalies that would have to be qualified for different buildings.

Mr. Sperry pointed out that some of the maps the GIS Center created show classroom-to-lab ratios and some other things, and he would be happy to answer any questions on the map spaces. Senator Chakravorti remarked that given the rationale for including 2013, he would think the most relevant information would be that from 2024. Mr. Sperry noted that he and Mr. Schoenfield wanted a benchmark point in time, and 2013 was when the last space study was done; since they had the timeline from that study, 2013 was chosen. Senator Chakravorti observed that this benchmark year could be problematic given some of the things different senators have pointed out about how things were categorized differently. Mr. Sperry agreed but said the two did the best they could with the data that they had.

Chair Robinett remarked that as a person who is serving on a number of Rebuild committees, the reality that he would like for senators to be aware of is that there are many spaces and other things on the Macomb campus that have not been updated since 2013, 2015, or 2020. He said this is one of the reasons Faculty Senate has asked its councils and committees to update their operating papers, some of which have not been updated since these times. He added this is one of the things the university is trying to be intentional about as it looks at rebuilding. He noted in regard to the work that the Council on General Education will be doing, for example, that it is a very different world now than the last time some of these things were reviewed.

Chair Robinett thinks there were some wonderful comments and thanked Mr. Sperry and Mr. Schoenfield for the work that they, their students, and the GIS Center have done to help the university community better understand what the spaces are. Senator Hoge asked if senators can tell their faculty colleagues that this study is being done to update spaces, not necessarily to take them offline. Chair Robinett responded the intent is to understand what spaces are being used and how effectively and efficiently the university is using them. He noted that this first step has to happen before even having a conversation about taking spaces offline, keeping spaces online, or improving spaces; it is important to understand “what is” before talking about “what might be.” Provost Mossman pointed out that there has not been a campus master plan since about 2013-14, so there is clearly a need to update the entire planning document. Chair Robinett stressed that there has been no charge given to the Rebuild Academic Use of Space Committee to determine what should be online or offline.

## 2. Hector Maymi-Sugranes, Dean, University Libraries

Dean Maymi-Sugranes told senators he has been Dean of Libraries for the past four years. He related that three years ago the library did a study with the help of students and since then University Library spaces and services have been repurposed following student trends and conversations with faculty, both formally and informally. Dean Maymi-Sugranes recalled that two years ago he tried to do a needs assessment for faculty, but this did not occur; he thanked Professor Heather McIlvaine-Newsad, as well as Chair Robinett, who are now helping him with that. He hopes next semester to complete an update of the student survey.

Dean Maymi-Sugranes related that three years ago the library noticed a change in terms of what students want; they want bigger spaces, sofas, recharging stations, and high-speed internet. He related the good news is that following this, University Libraries about three years ago invested a quarter million dollars in Malpass Library, and it is now the fastest wireless building at WIU. He thanked University Technology for making this happen. Dean Maymi-Sugranes noted that when he arrived, Malpass Library only had two sofas, but now it has 15, some of them heavily used. He added that when he arrived, Malpass Library only had two whiteboards, and now they have 20. He would like to see the library’s study rooms converted to smart study rooms and said that Provost Mossman promised him that it would be done.

Dean Maymi-Sugranes stated that efforts are underway toward making Malpass Library more modern and a place where students want to come, and their data shows that students

are returning to using the library. He noted that following Covid, attendance at the main library had been down for reasons which he cannot explain, following which various things were tried. He related that one of those new things is that University Libraries is changing its name to Academic Commons and University Libraries. Dean Maymi-Sugranes stressed that not only will the library be fine, it will be better because the space will be opened beyond just being a university library.

Dean Maymi-Sugranes related that one day Chair Robinett and Director of Athletics Paul Bubba came to him with an idea for a student center for athletes housed in Malpass Library, and he loved it. He said the idea is to broaden the use of Malpass and the other library spaces so that they can also be used by others to host various people and groups.

Dean Maymi-Sugranes told senators the new Academic Commons and University Libraries will include: a Welcome Information Desk; Information and Research Services; Resource Management and Services; Computer and Digital Services; Archives and Special Collections; Area Studies Research Center and Collections; Center for Research and Creative Activity; Digital Scholarship Center; Music Library; Curriculum Library; QC Library; and the Innovation Hub (Maker Lab).

Dean Maymi-Sugranes related that before he arrived at WIU, when a person arrived at Malpass the visitor had to turn to the left to enter the library and talk to someone. He related that three years ago during the summer he was working in his office when former President Huang unexpectedly arrived to ask him where Access Services was located. Dean Maymi-Sugranes realized at that moment that if the President is lost in the library, there is a problem. He said this is why the Welcome Information Desk was created, which is located where anyone enters the building so that they can ask questions.

Dean Maymi-Sugranes related that about four years ago he had the opportunity to visit Brown University and the University of Miami and noticed a change in the structure of how information and research worked at their libraries with both faculty and students. He said they were in the process of eliminating the reference desk and moving to a new structure. He related that Stasia McKeever, one of the two new associate librarians, explained to him today that the reference desk is a passive structure to which the user arrives, and the person at the reference sometimes has an attitude that they know everything. Dean Maymi-Sugranes explained that the new structure, the Center for Research and Creative Activity, will involve people in a more collaborative way in which they can learn by themselves and through the help of library staff how to use the information; if individuals enter the library, and the Welcome Information Desk cannot help them, they will be sent to the Center for Research and Creative Activity.

Dean Maymi-Sugranes related that since he was a candidate for the Dean position, he has proposed the creation of a scholarship, and he is pleased that the library is moving in that direction with its Digital Scholarship Center. He stated that Rafael Obregon, Director of the School of Engineering and Technology, and others have been helping him to build this. Dean Maymi-Sugranes has collaborated with the School of Communication and Media's Social Media Lab toward the creation of a makerspace that will be part of this initiative.

The Dean acknowledged that the Music Library has gone through a rough patch and is now located at the Malpass Library. He has not heard any complaints about the move and claimed that students are happier with the bigger space. He also noted that they have more time to check out music since the former Music Library space closed at 7:00 or 8:00 p.m. whereas Malpass Library closes at midnight. He said that due to things being moved around it can be shown that students are using the Music Library from 8:00 to midnight. He admitted that the move was not easy, but he is happy to see many faculty using this bigger space.

Dean Maymi-Sugranes stated that the Curriculum Library opened this week, and David Macchi is doing a great job with it. He noted that the Quad Cities library is in the middle of being reduced but will stay where it is. He said Student Services on the Quad Cities campus is partnering with University Libraries so that they can continue to provide services to that community.

Dean Maymi-Sugranes related that when he arrived at WIU, he told President Huang and former Provost Billy Clow that WIU was headed toward becoming a research institution, but they did not believe him; however, in February WIU received a new categorization by the Carnegie Foundation and is now a research institution. He said that changed the pattern of who the university is, and since that moment Dean Maymi-Sugranes started analyzing how to change in response to this designation. He explained the idea is to move from being transactional, in which the focus is on tasks and purposes, rewards and retribution, and structure, to become more transformational, in which the focus will be on inspiring and motivating, collaboration and empowering, and a vision for the future.

Dean Maymi-Sugranes noted that the library wants efficiency because the university is still in a tight budget situation; they want to be self-sustaining through grants, donations, and commercialization; to reduce the deficit; and to practice infrastructure reduction. He said they want to look for different revenue streams and explore resources to help them look for funding. He added that it is most important that the library not continue to work within silos because there were formerly a lot of silos both within and outside of University Libraries. Dean Maymi-Sugranes recognizes that the university is in a unique moment moving from four colleges to two. He wants to see greater collaboration, working between colleges and units, and integration, moving from bureaucracy to streamlining strategically forward.

Dean Maymi-Sugranes stated that everyone knows what happened to the library in Summer 2025 and the decisions that were made in that moment. He said during that time, Provost Mossman asked Dean Maymi-Sugranes one thing and promised a second thing. He said both of these things have happened, and the Provost has been supporting the efforts of the library. The Dean related that Provost Mossman advised him to talk with the whole community and build not only a plan but a model, and what senators are looking at today is that new model. Dean Maymi-Sugranes said the Provost also promised that no databases and no resources would be touched, and the library would remain at the levels it was in during 2024. He related that in his four years at WIU, this year was the easiest one because when he sent the contract to Provost Mossman, he immediately signed it, and every database and resource that the library had in 2024, they still have in 2025. Dean Maymi-Sugranes stated that while he and the Provost are currently analyzing the library budget and thinking in terms of donors, he suspects the library will be in better shape, depending on student population, and will be able to continue improving their collection, which is old and outdated.

Dean Maymi-Sugranes told senators the library is looking at a model that will promote entrepreneurship and innovation. He showed senators a new operational chart for Academic Commons and University Libraries with the areas of Academic Operations, Administrative Operations, and Research and Innovation all reporting to the Office of the Dean of Libraries. Dean Maymi-Sugranes noted that the Academic Operations area will be run by an individual with a Masters of Library Science, while the Research and Innovation area will be run by a person with a highly intensive research master's degree. He added that it is important to recognize that this organizational chart was created by a group.

Dean Maymi-Sugranes related that when he visited Brown University and the University of Notre Dame, between 20 to 30 percent of what they call librarians do not have Masters in Library Science degrees. He noted that this is also a trend at the University of Illinois-Urbana/Champaign. He said most librarians at these universities have PhDs in areas that will help them build up collections or will help with information and research. Dean Maymi-Sugranes noted that his Ph.D. is from the University of Wisconsin-Madison, where Charles Bunge, one of his professors, was considered the father of reference librarianship in the

United States. He recalled that Dr. Bunge told students in his seminar class that if civil service and graduate students are trained well, they can answer 80 percent of the questions that come into the reference desks of libraries. Dean Maymi-Sugranes recalled that he raised his hand in class and asked Dr. Bunge why students were then studying for a Ph.D. in Library Science. He related that Dr. Bunge told him that his role would be to engage; to sit down and work with the programs; and to do reading and writing. Dean Maymi-Sugranes added that this is the model WIU's Library is facing now and what they are proposing today.

The PowerPoint for the new Academic Commons and University Libraries shows that Academic Operations will include the branches of Information and Research Services, including Access Services; Collection Development; and Collections and Library Branches. Dean Maymi-Sugranes highlighted Information and Research Services, stating that it will be the core of what the library is doing. He related that data shows 70 to 80 percent of the questions asked during the past year were asked at the Research Desk. He said these questions can be answered by civil service, graduate assistants, or by faculty, but they were mostly directional, asking where to find material on a certain topic. He noted that the rest of the questions are the ones the library wants to provide answers to, but Dean Maymi-Sugranes was not happy with the existing structure, which is why the new model was created. He said the new model will promote the use of the Center for Research and Creative Activity, which will be more one-on-one. He said this will be more proactive than reactive; in November, the two associate librarians will start meeting with deans, chairs, and directors to conduct proactive activities to determine what students have been asking in order to better help them.

Dean Maymi-Sugranes used the example of a student who came to Malpass Library a week ago saying that he needed five sources for a particular topic. He stated that typically a student posing this question at the Reference Desk would be shown the databases where the student could find the information, which would provide a very simplistic way of answering the student's question. Dean Maymi-Sugranes wants to create a more complex and profound service where librarians can sit down with the student to ask what their purpose might be in searching for these sources because determining whether the student needs them for a paper or for a presentation, for instance, will help librarians provide better information. He stated that once the librarian is done talking to the student, the student will know where to find the information and that building a better research question will get a better result. He added that if the student has additional questions specifically about writing the paper, librarians can direct the student to the University Writing Center. Dean Maymi-Sugranes remarked that this is a different approach that takes 15 to 30 minutes and will replace a two- to five-minute interaction.

Dean Maymi-Sugranes stated that while 75 to 80 percent of questions can be answered at the Welcome Information Desk, the other 20 to 25 percent of the information and research-oriented requests from faculty, students, and the general public will be handled in the Center for Research and Creative Activity, where the two new associate librarians will be located. Dean Maymi-Sugranes related that Provost Mossman asked him if he needed four associate librarians, but Dean Maymi-Sugranes replied he only need two because of the model that has been created. The Dean stated that when he learned last March that faculty could apply for the two associate librarian positions, he recused himself from the process, asking only that it be transparent. He thanked Interim Associate Provost Holly Nikels for building the job description, which was then approved by Provost Mossman. He told senators the associate librarians were originally supposed to arrive on July 1, but the first one arrived at WIU on September 22 and the second one on October 1. He stated that next week the new librarians will begin "doing instructions" and are already talking to faculty and helping students. He anticipates this will require more collaborative work with colleagues, schools, and programs during Spring 2026.

The two new associate librarians are Stacia McKeever, [sr-mckeever@wiu.edu](mailto:sr-mckeever@wiu.edu), and Nadia Nieblas Núñez, [n-nieblasnunez@wiu.edu](mailto:n-nieblasnunez@wiu.edu).

Dean Maymi-Sugranes recognizes that the two new librarians are trying to pacify and put out some fires right now and that it is late in the semester to get started, but he assured senators that they are more than happy to help and will start approaching program directors and others to anticipate what is needed. He stated that the library staff want to be more engaged and to be proactive rather than reactive, and the library spaces will be used in accordance with this trend. He looks forward to seeing the results of the next student survey because he thinks that the library will be shown to be better in the way it is reacting and working together. He thinks the environment is improving and is very proud of that. He added that before the two associate librarians arrived, the work was done by civil service employees, and he is also very proud of them because they tried to do their best.

Senator Chakravorti asked, given the major changes and development of the library, whether there are any plans to do a promotional campaign to make the university community aware and encourage them to use the library's services. Dean Maymi-Sugranes responded affirmatively, noting that one video has already been completed about the Welcome Information Desk. He has told the associate librarians that they will be participating in videos and working with the Social Media Lab to get some things posted on TikTok. He thinks the library needs to jump into this pretty fast but wants to be respectful of the associate librarians who just arrived here.

Senator Cole remarked he was stunned when the entire library faculty was fired last year. He thinks every university in the world has a library; the library is the heart of a university, and killing it in this way has been horrible. He stressed that he means no disrespect to those at the table nor to the library civil service employees, who he has not heard anyone say anything negative about. He said the way Dean Maymi-Sugranes described the way so-called "reference librarians" used to work is exactly the way he described how the new associate librarians are supposed to work. Senator Cole thinks the former faculty librarians were incredible, which is why they won an award; he had incredible experiences with many of them, and they taught his students. He noted that the faculty librarians who were let go all had two master's degrees, so the thought that WIU now has a university library without this level of experience is insane. He asked Dean Maymi-Sugranes if he really thinks WIU's library will be better without these faculty librarians who just won Librarian of the Year awards. Senator Cole is very skeptical of Dean Maymi-Sugranes's claims; he appreciates that the Dean has a job to do but cannot believe that he would assert this because a bunch of knowledgeable faculty librarians are being replaced with two individuals who just arrived at WIU. He noted that the librarians with knowledge were fired and replaced with civil service employees who were asked to do work they were not trained to do, which he finds insulting. Senator Cole said that as a result of these actions, both he and his students have suffered, and the answers he has gotten to questions submitted on the chat have been lame. He understands that people are doing the work the best they can, but they are not as good as the faculty who were fired; he uses the word "fired" because he thinks the loss could have been distributed in different ways since everyone benefits from the library, which is different than when individual departments experience layoffs. Senator Cole concluded the firing of the librarians still pains him deeply -- and he says that while being mindful of, and meaning no disrespect to, the people he is sitting next to. He stated that while renaming the library sounds nice, it feels like moving the deck chairs around on the Titanic, and he still cannot believe that WIU has a university without a library.

Dean Maymi-Sugranes stated that WIU is not the first or even the second university without faculty librarians. He respectfully disagrees with many of Senator Cole's comments but does not think this is the place to explain to him how deeply the civil service employees are doing their jobs. He stated that if an individual went to the library to check out a book, that was because of civil service employees because no faculty librarians did cataloguing, even though they were supposed to. He stated that more than 30 percent of the reference job before the firings was also done by civil service employees. He noted that the actions were taken over the summer and apologized that the responses to Senator Cole's chat questions at

that time were not what he would have wanted, but the Dean invited Senator Cole to ask the same questions now to see how different the responses will be.

Senator Gravitt was disheartened when returning to campus this fall to find out the librarian or employee who had worked with reserved books since Senator Gravitt arrived at WIU had left WIU. She said that this individual was paid so poorly as a full-time library employee that she now makes more money as a graduate student assistant, and that is atrocious. She thinks if the library is going to have these employees, they need to value them enough for them to make a living wage for doing their job. Dean Maymi-Sugranes recalled that when he arrived at WIU four years ago, 15 years had passed since the civil service employees working at the library had been audited. He noted that today University Libraries have 20 civil service employees, and 14 of them have been reclassified with better salaries, even in the middle of a \$22 million deficit. He said that when HR says that a situation needs to be rectified, Provost Mossman is always willing to do so. Dean Maymi-Sugranes also tried to help with the individual referenced by Senator Gravitt but was prevented by what he described as the “painful” civil service structure.

Chair Robinett thanked the Dean of Libraries for visiting with the Senate today and recommended that those with additional questions and comments follow up with him.

III. Reports of Committees and Councils

A. Senate Nominating Committee (SNC)  
(Denise Gravitt, Chair)

1. Faculty Nominations

**SENATE COUNCILS AND COMMITTEES**

<u>Council on Admission, Graduation, and Academic Standards (CAGAS)</u>				
Anjum Razzaque, Comp Sci	replacing	Mohammad Chowdhury	2028	B&T

**UNIVERSITY COUNCILS AND COMMITTEES**

<u>Provost Awards Committee</u>				
Glenn Daughtery, LEJA	replacing	Ben Brewer	2027	LEJA

There were no further nominations, and the two nominees were appointed

IV. Old Business – None

V. New Business

A. Resolution on Faculty Senate Procedures for Dean Search Committees

***WHEREAS**, in May 2025 the Faculty Senate approved the creation of two new colleges, each with specific academic units identified; and*

***WHEREAS**, the Faculty Senate is now responsible for identifying faculty representatives to serve on the respective dean search committees for these newly established colleges; and*

***WHEREAS**, the timing and structure of these searches present unique circumstances, as the two colleges do not yet fully exist as operational academic units;*

***THEREFORE, BE IT RESOLVED THAT**, the Faculty Senate adopt the following procedures for the selection of faculty representatives to the dean search committees:*

1. *Once the Faculty Senate approves procedures, the Faculty Senate Chair shall email faculty within each of the new colleges to invite nominations from those willing to serve on their respective dean search committees.*
2. *Nominations shall be submitted to the Faculty Senate Chair no later than October 20, 2025 at 5:00 p.m.*
3. *Faculty from departments already represented by a senator serving on the search committee shall not be eligible to nominate themselves.*
4. *If an election is necessary, the Faculty Senate Chair shall distribute an electronic ballot to all faculty within the relevant college on October 21, with voting to close on October 28 at 5:00 p.m.*
5. *Faculty will be allowed to vote for six candidates to represent them.*
6. *The six faculty members receiving the highest number of votes shall be elected to serve on the search committee, provided that no more than one faculty member from any single department may serve.*
7. *In cases where two or more faculty members from the same department receive the highest number of votes, the individual with the greater number of votes shall be selected.*
8. *This process shall ensure that the Faculty Senate's two senator representatives (per section c.) and six faculty representatives (per section d.) for each search committee are identified prior to the beginning of candidate screening on October 30, 2025.*

***BE IT FURTHER RESOLVED THAT*** the Faculty Senate Chair shall oversee and certify the results of the election process and report the final list of selected representatives to the Faculty Senate and to Academic Affairs.

Senator Gravitt asked if this will be a purely electronic process where faculty will electronically nominate their colleagues or volunteer themselves and the vote would be done via email. Chair Robinett responded the ballots would be distributed using Qualtrics since this has worked well for Senate elections in the past. He said that faculty can email their nominations, and a ballot will be emailed out to everyone in the particular college if that becomes necessary. He added that these procedures, if adopted by the Faculty Senate, will be communicated to faculty tomorrow.

Senator Gravitt asked whether current chairs and directors, whose situations might change in the future, would be considered as faculty now. Chair Robinett replied that the Faculty Senate's Constitution and Bylaws have not been changed, which means that chairs and directors would not be considered as part of the electorate. He said the email will go out to those in the full-time faculty line, which are the same individuals who voted on creation of the two colleges.

**RESOLUTION APPROVED 17 YES (15 in-person, 2 zoom) – 0 NO – 0 ABSTENTIONS**

**B. For the Good of the Body**

Chair Robinett announced that Keep Stats, Not Grades: A Positive Revolution in Classroom Assessment will be held on November 6 at 1:00 p.m. in the COFAC Recital Hall. A speaker will be brought to campus, and further details will be forthcoming.

Senator Wipperling announced that the Department of Theatre and Dance is presenting "The Lightning Thief," a musical about Percy Jackson, this weekend in Hainline Theatre. She said shows will be offered on Thursday and Friday nights, two times on Saturday, and a show on Sunday.

Senator McArthur pointed out that Amherst College was misspelled in the Executive Committee minutes.

Senator McArthur asked if there will be searches for new directors of schools in the new colleges. Provost Mossman replied that will happen in Spring 2026. He added that there will also be searches for associate deans. He noted that this will actually be fewer administrators than there were previously. Chair Robinett said he appreciates these questions because they are the kind that need to



be asked as this process moves forward. He noted that as the university moves to a two-college model, there will be decisions made about the schools within those colleges, which currently stand at six in one and seven in the other. He said this is why it is important to get the deans, the AVP positions, and the associate deans in place.

Senator Gravitt asked whether, if a unit was staying the same but just moving under a different college, the current director would have to campaign to keep their current position or if a search would not be necessary if the current director wished to stay in their position. Provost Mossman replied that there will be searches for all of the school director positions. Senator Gravitt asked if all directors would have to reapply to keep their current director positions if that is what they wish. Provost Mossman replied that is correct, adding that this is a new model, and individuals will not just be appointed; there needs to be a search process even if an individual wants to continue doing their job. Chair Robinett noted that this might be one of the areas where people are thinking in terms of mergers or what is preexisting but the reality is that what was voted on was the creation of two new colleges. He said those two new colleges will change the way that some of the previous structures worked. He pointed out that all Senate councils and committees will fundamentally change because the university will no longer operate under a four-college model. Senator Gravitt noted that the School of Agriculture just appointed a new director, and she wonders if that individual would have to reapply to be director if they want to stay in that position. Provost Mossman replied that if there is a School of Agriculture in the new structure then that person would need to reapply because searches will be needed. Senator Gravitt asked if those searches will be internal or opened up beyond WIU; Provost Mossman replied they will be internal.

Chair Robinett stated that questions are always welcome, and that while parliamentary procedure is fantastic in helping to keep meetings organized it in no way should prohibit senators from talking during meetings because that engagement is what matters the most.

**Motion:** To adjourn (Gravitt)

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

Respectfully submitted,

Annette Hamm  
Faculty Senate Office Manager and Recording Secretary