

**WESTERN ILLINOIS UNIVERSITY
FACULTY SENATE
Regular Meeting, 25 October 2016, 4:00 p.m.
Capitol Rooms - University Union**

A C T I O N M I N U T E S

SENATORS PRESENT: M. Allison, V. Boynton, J. Brown, G. Delany-Barmann, D. DeVolder, R. Hironimus-Wendt, K. Kapale, C. Keist, N. Lino, B. Locke, S. Macchi, H. McIlvaine-Newsad, J. McNabb, K. Pawelko, J. Plos, C. Pynes, T. Roberts, T. Sadler, M. Sajewski, D. Sandage, S. Szyjka, C. Tarrant
Ex-officio: Kathy Neumann, Interim Provost; Janna Deitz, Parliamentarian

SENATORS ABSENT: D. Halverson

GUESTS: Christie Davis, Katrina Daytner, Anita Hardeman, Casey LaFrance, Sue Martinelli-Fernandez, Kyle Mayborn, Darcy Plymire, Joe Rives, Bill Thompson, Joi Wells, Ron Williams, John Wozniak

I. Consideration of Minutes

A. 27 September 2016

On page 5 of the Senate minutes, the reference to \$500 million in deferred maintenance should be corrected to \$450 million in deferred maintenance because razing buildings reduces deferred maintenance costs. (Pynes)

On page 6 of the Executive Committee minutes of October 4, there are two references to faculty who remain on layoff (first and last sentences of #6). It should be specified that these are tenured faculty. (Boynton)

MINUTES APPROVED AS CORRECTED

II. Announcements

A. Approvals from the Provost

1. Request for Inclusion in General Education

- a) ANTH 215, Fantastic Archaeology: Ancient Astronauts, Shape Shifters and Bigfoot, 3 s.h.

2. Request for Discipline-Specific Global Issues Designation

- a) HIST 421, Seminar in Global Environmental History, 3 s.h.

B. Provost's Report

Interim Provost Neumann informed senators that members of the Illinois Board of Higher Education (IBHE) were on campus today. She explained the IBHE visits each institution of higher education annually to talk about their perceptions of what is going on at the state level. She said today's meeting with IBHE representatives lasted two to three hours.

Interim Provost Neumann made a number of announcements:

- Malpass Library is holding a plant sale this week from 10:00 a.m. - 4:00 p.m. each day.
- A faculty panel on the upcoming election will be held in the Malpass Library Garden Lounge on Thursday, October 27 at 4:30 p.m. Parliamentarian Deitz will participate and Senator Roberts will moderate the discussion. Other participants include History professor Peter Cole and Political Science professor Greg Baldi.

- The School of Agriculture will hold an open house on Friday, October 28.
- Discover Western will be held on Saturday, October 29.

C. Student Government Association (SGA) Report
(Joi Wells, SGA Representative to Faculty Senate)

- Ms. Wells reported that SGA recently passed legislation asking that students in executive leadership positions be allowed to wear their cords during Commencement.
- SGA President Dovile Svirupskaite recently returned from Chicago where she advocated for Monetary Award Program (MAP) grant funding.
- SGA continues to make changes to its Constitution.
- SGA held a Halloween context this afternoon.

D. Other Announcements

1. Statewide Budget Context
(Joe Rives, Vice President, Quad Cities and Planning)

Vice President Rives reminded senators that when he visited Faculty Senate in spring 2016 to talk about the budget context, he promised that he would return with an update. He presented his statewide budget context PowerPoint to the Board of Trustees on October 7 and is now visiting various governance groups with the presentation. Vice President Rives believes it is important for everyone at WIU to “be on the same page” regarding the budget, particularly in light of the ongoing redrafting of the Higher Values in Higher Education strategic plan.

Vice President Rives reminded senators that almost all Illinois public universities are in the same situation as WIU; statewide, public institutions of higher education in the state saw general revenue funding decrease from \$1.5 billion in 2002 to \$1.2 billion in 2015. Vice President Rives reported that WIU received \$14.9 million in March and another \$31.4 million at the end of June for a total of \$46.3 million; in FY 15, the University received \$77.1 million. Universities were told that the stop-gap funding received in June could be used toward FY 16 or FY 17 expenditures. Vice President Rives stated that last year at this time the University had received 60 percent of its funding; since that time, state public university presidents and chancellors have decided, for a consistent response, to state that they have received 29 percent of FY 17 funding. WIU administrators are hopeful that there will be a veto session immediately following the November election at which time budget decisions will be made.

Vice President Rives discussed restricted versus non-restricted funds to which the University has access. WIU has 46.9 percent of its funds available for unrestricted usage through general revenue funds and tuition income; 53.1 percent of WIU’s funds are restricted for specific usage, such as auxiliary funds, and capital funds cannot be transferred into the operating fund line. Vice President Rives stated that almost 80 percent of WIU’s resources go toward personnel.

To address declines in state appropriations, WIU has begun a coordinated effort toward increased recruitment and is expanding dual enrollment agreements and outreach. Vice President Rives was recently charged by President Thomas to visit every community college in the WIU region to see whether the agreements already in place are strong and where new agreements can be grown. Vice President Rives stated that WIU is also working on expanding high demand programs and formats, such as the hybrid MBA and College Student Personnel programs. He remarked that 92 percent of the seats in these two programs were filled last year. In response to student demand for anytime/on-demand distance education programs, President Thomas has set a goal of ten percent of WIU classes to be offered in irregularly-scheduled format, such as weekend or distance/online.

WIU also reduced tuition by three percent for domestic students and offered no fee increases for the current academic year.

Vice President Rives stated that the University needed to make very difficult decisions in order to save \$3.1 million in personnel costs. He noted that 26 faculty, eight administrative/professional, and 25 civil service positions were not replaced last year. Additionally, 59 employees (eight faculty, 12 administrative/professional, and 39 civil service service) took advantage of the early retirement offered in December 2015, for a savings of \$85,100. Department chair contracts have now all been changed from 12-month to 11.5-month contracts. The 110 layoffs in FY 16 saved the University \$468,000; 87 of those individuals were subsequently hired back. Senior administrative pay reductions or equivalent donations beginning in January 2016 resulted in a cost savings of \$206,700. The hiring freeze with only “mission critical” positions being filled resulted in savings of \$1.2 million. The furlough program for non-negotiated civil service and professional employees also saved the University \$1.2 million. Additionally, the Board of Trustees approved the “disestablishment” of four academic programs following deliberations by the Academic Program Elimination Review (APER) Committee.

For FY 17 and FY 18, Vice President Rives stated that efforts will be made to support aggressive recruitment efforts; Noel-Levitt consultants define “aggressive recruitment” as using all forms of recruitment in the home, community and region through distance education, international outreach, and other forms. Vice President Rives noted that freshman enrollment stabilized this fall after six years of declines, although efforts need to continue to bring the curve back up. He stated that high school graduation rates have gone down 8.8 percent over the past four years in the 16-county WIU service region, but WIU has been able to hold its market share by attracting out-of-region students.

Vice President Rives stated that additional plans include supporting new programs, such as the master’s programs in Analytics and in Community and Economic Development and the newly-approved Mechanical Engineering bachelor’s degree, which will start in January 2017. Vice President Rives reported that freshman persistence went up, and some are discussing ways to begin work on sophomore and junior persistence. WIU has developed 67 new partnerships with 38 regional employers as a result of the President’s Executive Corporate Cluster. Additionally, WIU plans to intensify its pursuit of external funding. WIU was awarded \$9.9 million in grants in FY 14 and increased that to \$11.6 million in FY 16, for which Vice President Rives commended WIU faculty. A new comprehensive fundraising campaign is being planned, which Vice President Rives stated would be helped by the July 1 decision to have the development officers in the colleges now report directly to the Vice President for Advancement and Public Services.

Vice President Rives stated that over the next two years WIU will continue to look at ways in which to decrease expenditures. He said that tough choices have had to be made about where to close and combine; for example, the Quad Cities Executive Studies Center has been closed, and the Department of Instructional Design and Technology has merged with Engineering Technology effective July 1. Non-negotiated employees did not receive raises again this year, and Vice President Rives expressed thanks to UPI for their negotiating efforts. UPI Units A and B gave back their one-percent FY 16 raise and took three-percent temporary salary reductions for FY 17 and 18, which will be paid back if certain enrollment and appropriations triggers are met. Contracts for department chairs/school directors will go down further, to 11-month, effective July 1, 2017. And furloughs will continue, although only for administrative professionals this year. Vice President Rives stated that less furlough days are needed this year because last year the program did not get implemented until March and this year it is being implemented early in the academic year.

Vice President Rives stated that WIU will continue to put pressure on state officials while also seeking to increase external contributions. He noted that WIU’s reputational rankings

with *The Princeton Review* and *U.S. News and World Report* have remained strong even during the current budget challenges; *onlinecolleges.com* also named WIU as a leader. Vice President Rives stated that he is proudest of these accomplishments and believes they are testaments to WIU's strength and resilience. Additionally, WIU's financial health stays above benchmark levels, and the University is able to meet its debt obligations. WIU advanced from 11th best public university in the Midwest to 9th place. WIU continues to be well below the statewide average in instructional and administrative costs; WIU's administrative costs per credit hour are 20.5 percent below the state average. Vice President Rives stated that the University needs everyone's help determining additional FY 17 and 18 strategies.

Chairperson Pynes commented that in Vice President Rives's narrative he indicated that the APER Committee "recommended the elimination of programs," but they did not; that was an administrative decision. Chairperson Pynes stated that the APER Committee recommended changes to some programs but not elimination of those programs.

Senator Boynton asked what estimated savings is expected from the salary decisions for the faculty foregoing their three percent raises. Interim Provost Neumann responded that she does not recall the amount of savings. UPI President Bill Thompson stated that the savings is expected to be \$1.6 million per year.

Senator Roberts observed that Vice President Rives stated that high school graduation rates in the WIU region are down, but he wonders if they are up statewide; Vice President Rives responded that high school graduation rates are down 2.1 percent statewide. Chairperson Pynes clarified that fewer students are graduating and there are also fewer students in high schools. Senator Roberts observed that WIU has been experiencing precipitous enrollment declines far exceeding the decline in high school enrollments. Interim Provost Neumann remarked that *The New York Times* several weeks ago featured a map showing student migration following high school, and Illinois shows many more students migrating out of than into the state. She noted that Illinois experiences heavy losses in students choosing to go to Wisconsin, Iowa, Missouri and Indiana, which may explain part of the difference. Senator Hironimus-Wendt remarked that the University of Illinois-Urbana/Champaign and Illinois State University have actually seen their enrollments increase. Vice President Rives stated that the University of Illinois enrollment is up .4 percent and Illinois State's enrollment increased by one percent this fall. He added that traditionally as the University of Illinois expands it hurts Illinois State the least but then cascades down to affect the rest of the state. He believes that for WIU to have stabilized freshman enrollment to within eight students in an era of fewer graduates is a good accomplishment. Chairperson Pynes suggested that this internal narrative needs to be revised. He believes the statement that freshman enrollment has stabilized is misleading because freshman enrollment is really down about 6.5 percent, according to Institutional Research and Planning; it is *new* freshman enrollment that stabilized this year, while freshman enrollment in general remains down. Chairperson Pynes stressed that this difference needs to be understood and articulated accurately when discussing possible solutions to WIU's budget problems. Vice President Rives remarked that this is a point well taken and a good reminder that recruitment is everyone's responsibility. Chairperson Pynes would also like to hear feedback about the spring letter writing campaign undertaken by senators and others at the request of the Director of Admissions and whether efforts have been made to see if those contacted on the lists did come to WIU.

Senator Hironimus-Wendt observed that Vice President Rives has remarked that he is targeting southwestern Illinois, including Lewis and Clark and Southwestern Illinois Community Colleges, for possible 2+2 programs. He asked how well those talks are going, noting that Lewis and Clark has 25,000 students. Vice President Rives responded that officials at Lewis and Clark prefer to work with specific programs; currently, they are working with WIU's Geology/Meteorology program to develop a 2+2 agreement. He added that Lewis and Clark Community College is very receptive to working on 2+2

agreements; they serve both students who wish to stay in the St. Louis region as well as students who transfer across the state of Illinois. Vice President Rives stated that WIU representatives have had a couple of introductory meetings with Southwestern Illinois Community College, and they have asked for templates of 2+2 agreements. College of Arts and Sciences Dean Sue Martinelli-Fernandez added that she has met with a couple of representatives from Lewis and Clark to follow up on some affiliative agreements. She stated that Geology and Meteorology have signed agreements with the community college, and Nursing is in the process of revisiting its program so that it is more transfer friendly, especially in terms of developing possible agreements with Lewis and Clark.

UPI President Bill Thompson asked for more information on the \$3.1 million in personnel attrition and how that figure was determined. Vice President Rives responded that it was data-based and determined by Interim Vice President for Administrative Services and Budget Director Matt Bierman, who assigned a figure to every action taken by the University to address the budget crisis and determined from that the possible savings. He clarified that the \$3.1 reflects actions already taken, not future plans.

Dr. Thompson asked how the community college 2+2 agreements save the University money. He stated that if WIU loses students to community colleges during their freshman and sophomore years, it would seem that insufficient students transfer to the University for their junior and senior years to make up that lost revenue. He asked if the 2+2 programs are actually generating money for the University, stating that he cannot see how WIU is winning by creating more of these agreements. Assistant Vice President for Academic Services and Interim Vice President for Student Services Ron Williams stated that he looks at 2+2 programs as providing access for students rather than as a cost savings. He pointed out that the freshmen who would be taking advantage of a 2+2 program are not already at WIU and might not ever enroll without the agreement in place, so WIU is not losing students because they were never here. Interim Vice President Williams stated that when he was interviewed for his position at WIU, he looked into 2+2 agreements from an Academic Affairs point of view as a way of providing baccalaureate degrees for students who, for whatever reason, needed to first attend community colleges before completing bachelor's degrees. He stressed that WIU wants to be an open, accommodating institution, and this particular program is not about saving dollars. Vice President Rives added that the lifetime earnings of the recipient of an associate's degree is \$500,000 on average, while the lifetime earnings of someone who earns a baccalaureate degree is about one million dollars; the unemployment rate is higher than the national median for associate's degree recipients but lower for baccalaureate degree graduates. Dr. Thompson noted that transfer students have a historically low graduation rate; Vice President Rives clarified that this applies only to transfer students who do not have an associate's degree. Dr. Thompson stated that he is interested to know how many potential WIU freshmen and sophomore students are lost to community colleges due to 2+2 agreements or if there is any way to know that. Interim Provost Neumann responded that these are students who likely would not go to four-year institutions as freshmen anyway, for a variety of reasons, and WIU uses these agreements as recruitment tools to make transferring to Western as easy as possible for them. She sees the agreements as allowing WIU to gain a junior student rather than lose a freshman student who would likely not have attended WIU anyway. Dr. Thompson asked if WIU is inadvertently reducing its student body during the freshman/sophomore years with the development of these agreements and whether WIU is bringing in more juniors and seniors to make up for the loss of students at the lower levels. Vice President Rives replied that this is a fair question and a market share question. He stated that the most recent data from the Illinois Board of Higher Education shows that there are approximately 24,000 students in the 12 Illinois public universities and 41,000 in state community colleges. Vice President Rives added that it is a hard question to answer for many reasons, one of which is that community colleges are open access institutions and it is unknown how many of those potential freshman and sophomore students would even be eligible for WIU. He added that the revenue positive occurs when those students become juniors at WIU.

Senator Szyjka asked if Vice President Rives has contacted Southeastern Iowa Community College, with branches in Burlington, Fort Madison, and Keokuk. He noted that they are now building student housing, and it would be a plus for WIU if the University took an aggressive approach toward attracting their graduates. Vice President Rives responded that he plans to contact all parts of Iowa from Des Moines east. He said that although he has not yet met with officials from Southeastern Iowa Community College, they are on his list.

Senator Allison asked what kind of criteria is used to determine which “mission critical” positions will be filled during the hiring freeze. She explained that there is increasing pressure to staff writing classes, but the Department of English does not have sufficient faculty to fill that need. Vice President Rives responded that the criteria are determined by each division. Interim Provost Neumann explained that each open position is evaluated; the request comes from the chair to the dean to the Provost’s office, and all metrics are considered to determine whether positions need to be filled, including short- and long-term trends for staffing needs in the division. Interim Provost Neumann added that the question of filling non-faculty positions stems around whether operations could continue without the specific position, and for certain positions the answer is “no.” She stated that in Academic Affairs when the lead personnel employee took another position on campus, the vacancy had to be filled in order to write contracts for everyone to get paid. She concluded that there are different scenarios for each position, and those vary for faculty versus non-faculty positions. Senator Allison stated that as soon as ENG 180 and 280 fill, the department is asked if they can open another section because there is a backlog of students needing to take these courses, but with the layoffs of Unit B faculty and the hiring freeze, the department struggles to fill this need. Interim Provost Neumann stated that the first step for determining whether positions are to be filled is for chairs and deans to determine their current staff needs and anticipated retirements for the next few years. She added that since this concern is specific to the Department of English, it might be better for her and Senator Allison to discuss specifics at a later time.

Senator Szyjka observed that last year’s layoffs were very difficult for faculty, adding that many Curriculum and Instruction faculty ended up leaving the University while others were laid off. Senator Szyjka related that the department is now faced with making difficult decisions about postponing certain requirements for degree plans or not offering classes because faculty are not available to teach them. He stressed the need to hire additional faculty, observing that the situation is almost the opposite of last year at this time and the lack of needed faculty is becoming an issue in his immediate area and maybe in other departments as well. Chairperson Pynes observed that there are several programs on campus where a number of people have left because of issues with the state. Interim Provost Neumann added that a lot of faculty also took advantage of accelerated retirement.

2. Petitions are sought to fill a two-year vacancy on the University Personnel Committee for a tenured, full professor from the College of Fine Arts and Communication. Petition forms and election notices have been sent to chairs in the College and to the Dean’s office. The petition form is due by November 1.
3. The WIU Office of Public Safety will present the Department of Homeland Security’s “Run, Hide, Fight” training on Tuesday, October 25 in Morgan Hall 109 and on Wednesday, November 9 in the Multicultural Center Multi-Purpose Room from 10:00-11:30 a.m. both days. Both presentations will cover the same information and will include time for questions. All WIU employees are invited to attend. Online registrations can be completed at: <https://wiu.edu/users/hrtrain/registrations/index.php>
4. Chairperson Pynes reminded those present that the deadline to complete mandatory ethics testing is November 2.

III. Reports of Committees and Councils

A. Council on General Education
(Darcy Plymire, Chair)

1. Request for Inclusion in General Education

- a) ANTH 210, Medical Anthropology, 3 s.h.

Dr. Plymire told senators that CGE was very impressed with the request. Chairperson Pynes stated that the College of Arts and Sciences informed him of a typo in the name of their college on the form, which will be corrected before it goes forward to the Provost's office.

Senator Roberts asked how the department will determine whether students meet instructor expectations as indicated in the Course Assessment Plan under Measurement Technique (b). This states that "student learning artifacts" will be evaluated on four performance levels, and "Students will be assigned a score on a scale of 1 through 4 according to how well their final papers address the methods used to study medicine and health." Senator Roberts asked how it will be determined whether a student "exceeds expectations" or "meets expectations," for example, when the course may be taught by more than one instructor. He asked if the instructors will communicate with each other regarding what those expectations should involve. Sociology and Anthropology professor Christie Davis responded that her department is quite small so there is no expectation currently that anyone other than herself will teach this course. She added that if someone else were to teach it, she would discuss the criteria with the other instructor. Senator Roberts asked if the criteria correlate to grades. Dr. Davis responded that a student will get a grade on the final assignment, but for each assessment students are only being assessed for one aspect of the final paper, so the assessment may not correspond with the grade.

GEN ED INCLUSION APPROVED

B. Council on Curricular Programs and Instruction
(Anita Hardeman, Chair)

1. Request for Change of Option

- a) History – Teacher Education

CHANGE OF OPTION APPROVED

Senator Keist asked if a representative from each department in the College of Education and Human Services needs to attend CCPI on Thursday during the conversation about comprehensive majors. College of Arts and Sciences Interim Associate Dean Kyle Mayborn remarked that each of the chairs in his college are attending Thursday's meeting to answer questions which were provided in advance to the chairs. Senator Keist asked if individual faculty are required to attend; Dr. Mayborn replied that in his college they do not. Dr. Hardeman confirmed that CCPI, as part of its review, has decided to start with the comprehensive majors and is asking individuals from each area to talk with the Council, but individual faculty do not need to attend. Senator McNabb asked if the only comprehensive majors being discussed at this time are those outside of teacher education; Dr. Hardeman confirmed this is correct. CCPI plans to group teacher education together and consider it at a later date.

C. Senate Nominating Committee
(Ginny Boynton, Chair)

1. Nominations to Fill Vacancies

SENATE COUNCILS AND COMMITTEES:

Council on Admission, Graduation, and Academic Standards

Chase Catalano, Educational Studies replacing Mark Cole Spring 2017 only E&HS

UNIVERSITY COUNCILS AND COMMITTEES:

Bureau of Cultural Affairs

Kim McClure, Psychology replacing Sarah Haynes Spring 2017 only At-large

University Honors Council

Scott Hemenover, Psychology replacing Christopher Morrow Spring 2017 only A&S

Interdisciplinary Studies Degree Program Advisory Committee

Hal Marchand, Health Sci/Social Wrk replacing Sarah Haynes Spring 2017 only At-large

There were no further nominations. The slate of candidates was declared elected.
Nominations to fill additional vacancies for spring 2017 will be presented at the next
Senate meeting.

IV. Old Business – None

V. New Business – None

Motion: To adjourn (McNabb)

The Faculty Senate adjourned at 4:55 p.m.

Heather McIlvaine-Newsad, Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary