

WESTERN ILLINOIS UNIVERSITY FACULTY SENATE

Regular Meeting, 19 November 2019, 4:00 p.m.

Union Capitol Rooms/WIUQC Riverfront 205

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

SENATORS PRESENT: D. Banash, M. Bean, B. Bellott, J. Choi, S. Cordes, S. Czechowski, R. Dimitrov, R. Filipink, J. Franken, D. Hunter, I. Lauer, T. Lough, M. Maskarinec, D. Oursler, B. Perabo, C. Pynes, J. Robinett, R. Sawhney, M. Stinnett, F. Tasdan, E. Taylor, K. Zbeeb (via teleconference)

Ex-officio: Billy Clow, Interim Provost; Lee Brice, Parliamentarian

SENATORS ABSENT: G. Delany- Barmann

GUESTS: Martin Abraham, Steve Bennett, Mark Bernards, Tom Blackford, Ginny Boynton, Amy Carr, Tom Cody, Gary Daytner, Katrina Daytner, Dennis DeVolder, Lora Ebert Wallace, Jack Elfrink, Spencer Foust, Shankar Ghimire, Buzz Hoon, Kishor Kapale, Bill Knox, Angela Lynn, Sue Martinelli-Fernandez, Patrick McGinty, Kristi Mindrup (via teleconference), Lea Monahan, Russ Morgan, Mark Mossman, Kat Myers, Lorette Oden, Renee Polubinsky, Theo Schultz, Eric Sheffield, Amanda Silberer, Bill Thompson, Araceli Villagomez

I. Consideration of Minutes

A. October 22, 2019

MINUTES APPROVED AS DISTRIBUTED

II. Announcements

A. Provost's Report

Interim Provost Clow reported that work has begun to constitute a search committee for the Dean of University Libraries. Efforts are also underway to get spring semester adjunct hiring in place. The Provost's office is trying to develop a cleaner and speedier process so that concurrent semesters will get better.

B. Student Government Association Report
(Araceli Villagomez, Director of Academic Affairs)

Ms. Villagomez introduced herself to senators, stating that she is double majoring in Political Science and Spanish. She told senators that Spin Bike Share is considering partnering with WIU to provide bikes for student use. She explained that Spin owns the bikes, and there would be no cost to the University; the company earns revenue through their app for each individual ride.

Ms. Villagomez attended the open forum last week regarding the racist note posted in the Currens Hall computer lab. She related that student constituents were upset and angry and want to see more action in response from the University and SGA. Ms. Villagomez stated that, as SGA Academic Director and representative of her constituents, she would like to ask professors to devote five minutes in their classes to let their students know that they are aware of the incident and to offer to discuss it further during their office hours if students have concerns. She asked that professors also let students know that individuals at the Multicultural Center and the University Counseling Center are available to speak further with them about this incident. Ms. Villagomez wants students to also know that their SGA representatives care and are willing to speak to them about their concerns.

Chairperson Pynes asked Ms. Villagomez to send him and the Senate Recording Secretary a summary of the points that SGA would like for faculty to discuss with their students and offered to send this information out to faculty on the Senate listproc as a request from SGA. Senator Hunter saw Interim President Abraham's email today but thought it was very minimalistic regarding the information that it provided. He said that if SGA wants faculty to discuss this incident, they will need

to provide some kind of background as to what occurred. Chairperson Pynes reiterated his intention to send the SGA request out to faculty; he reminded senators that faculty have academic freedom and can address the incident in whatever way they feel is appropriate. He stressed that this is only a request. Senator Hunter remarked that without further information, faculty will not know what to discuss; he is afraid that without background information, faculty could accidentally inflame the issue or give false information. Interim President Abraham asked if it would benefit faculty to have talking points so that they would know specifics about the incident and some of the concerns that were raised by students at the open forum. Senator Hunter agreed that this would help if they could accompany the request that Chairperson Pynes plans to send out. Chairperson Pynes promised to make clear in his message that this is a request from SGA and will add whatever information the President's Office wishes to include. Senator Robinett asked that the information also include a list of SGA senators to share with students.

[**Note:** Following the meeting, Ms. Villagomez submitted this email to the Faculty Senate Chair: “I wanted to address a mix up on my part. I just wanted to clarify that there was no resolution made from SGA. Student Government Association asked me to suggest to the Faculty Senate that it would be a great idea if school departments and professors would address the incident that happened last Tuesday at 11/12/2019. To show solidarity, that these incidents at WIU do not go unnoticed and that there are resources at WIU. Also, that we are here to support our student diversity in our campus. Once again I want to apologize for the miscommunication and hope that the suggestion made is considered by our departments and our professors.”]

A. Other Announcements

1. Interim President Martin Abraham

Interim President Abraham provided senators with the enrollment management report that was compiled using data he receives every Friday from Administrative Information Management Services (AIMS). He called it a snapshot in time; it is a compilation of similar data that gives a better picture of the full scale of upcoming enrollments. Interim President Abraham explained that the charts show the “enrollment management funnel” which for spring semester shows only new admits and nothing about current registrations. He pointed out that students who are pre-registering for Spring 2020 will be the largest population. The data is broken into three categories – new freshmen, transfer students, and graduate students; for new spring admits, the largest populations will always be transfers and graduate students since few new freshmen begin their college careers in the spring, and WIU is not unique in this regard. Interim President Abraham reported that graduate and transfer student numbers are up somewhat; new graduate applications have already surpassed the final Spring 2019 number, and new graduate admits are within two of the final Spring 2019 number, so will surpass that total. Interim President Abraham observed that housing contracts, which are a good indicator that students will return in January, are down a little bit from Spring 2019 at this time, but the deviation is small, and it is just a snapshot which changes weekly.

Interim Provost Abraham told senators that the Fall 2020 enrollment funnel is in some respects more critical because it extends the focus to next fall's enrollment and shows new, rather than continuing, students. He thinks it is starting to look as though there may be reason for some optimism but pointed out that Fall 2020 is still ten months away, and a lot could happen between now and August. He pointed out that no students are registering for fall classes yet, but there are some things that can have a positive impact and get an admitted student to enroll at WIU. Interim President Abraham told senators that Admissions is working on new events and opportunities for onboarding incoming students so that they will be successful and retain the positive numbers going forward. He hopes that some of the steps taken this year for retention will have a positive impact on overall enrollment for Fall 2020. Although it is early in the cycle, the enrollment management report for Fall 2020 shows that new transfer and graduate applications are up more than eight percent in each area, and new freshmen and housing contracts continue to be up compared to last year at this time.

Interim President Abraham told senators that these weekly reports keep him abreast of where the University is so that budget projections can be started since the information on continuing and new students ultimately sets how much money WIU has to spend – a number that is constantly in flux based on what the enrollment management numbers look like, what is being heard from the state level about funding increases or decreases, and how investment income is doing. Interim President Abraham observed that one of the things impacted by this is faculty hires; if new money is not coming in, the University cannot afford to hire faculty because there is a fixed budget, and the University cannot add a lot to the dollars expended unless positive outcomes are seen from the enrollment side. He told senators that members of the administration look at the enrollment reports continuously so that they can continue to adjust and make changes quickly – monthly, weekly, and sometimes daily – as they continue to evaluate where the University is, where it is going, and where the best opportunities are.

Interim President Abraham asked to speak on the issues of diversity and inclusion. He related that he has spent a lot of time talking with WIU's underrepresented students and minority populations and has concluded that the University has a lot of work to do. He related there is a lot that goes on that is not widely heard about, a lot of challenges that these students have in terms of finding acceptance on the WIU campus and in the University communities. Interim President Abraham related that the administration is in the process of putting together programs for the spring semester so that issues of diversity can be better addressed. There are efforts underway to develop educational programs for faculty and staff so that they can serve as a resource for students; one workshop will be offered for each group on January 10, the Friday before spring semester classes begin. Interim President Abraham hopes that most faculty and staff will be back by that day and can spend an afternoon to talk about the challenges WIU faces and ways faculty and staff can be engaged in the conversation and be able to support our students. He believes these issues will continue to be very important as the University moves forward. Interim President Abraham stated that the administration does receive information on the ethnicity of new applicants, and so far WIU has held up pretty well on diversity compared to prior years. He hopes that will continue and promised that the University will continue to try to recruit ethnically diverse (in all ways) classes of students so that the WIU campuses can continue to have robust, diverse conversations about these very important challenges that WIU faces as a University and in its communities. He observed that there are a lot of the same issues on the WIU Quad Cities campus as there are on the WIU Macomb campus and community; Macomb is not unique in facing these challenges since Interim President Abraham has heard about the same problems from WIUQC students and faculty and has read about them occurring in the Quad Cities community. Interim President Abraham observed that many other university communities across the country also have these challenges, but the fact that WIU is not alone does not absolve the University from doing the work needed to get better. Interim President Abraham asks faculty and staff to partner with him to do better on behalf of WIU's students.

Senator Filipink asked if the event on January 10 will be held simultaneously (via teleconference) for both the Quad Cities and Macomb campuses. Interim President Abraham responded he does not yet know.

Senator Bellott remarked regarding Interim President Abraham's email that was sent out 40 minutes ago that it seems like student feedback so far is indicating that the response is not enough. He added that while he does not know about the specific situation, it seems that students do not know who to trust. Interim President Abraham responded that an individual has been identified who is thought to be responsible for the incident, and that person has been referred for judicial review. He pointed out that students who are alleged to have done wrong deserve due process, and judicial review is how that is done internally at WIU. He added that the judicial review process will determine the appropriate penalty that this individual should face; everyone has the right to due process, and the University honors that right through the way this case is proceeding. Senator Bellott suggested that students are not familiar with the judicial review process so they may read the news release as indicating that the judicial review is the student's only punishment. He pointed out that students also get a

judicial referral for having alcohol in a dorm room, so they may think this is an equivalent punishment. He does not think the language in Interim President Abraham's email was descriptive enough to say what is actually happening in this case. Interim President Abraham responded that while he acknowledges what Senator Bellott is saying, the judicial review can mete out punishment as part of the process. Senator Perabo suggested that Interim President Abraham could spell out that "Judicial review sometimes leads to expulsion or suspension," or some sort of specificity as to how people can be penalized. She does know of any precedent so that individuals could be aware of the level of seriousness attending this incident. Interim President Abraham offered to look at the message to see if further communication is appropriate.

Chairperson Pynes asked which judicial review this incident is moving through; Interim President Abraham responded it will be heard through the student conduct process. Chairperson Pynes asked if it will be heard by CAGAS at all, similar to the judicial review for cheating; Interim President Abraham responded that it will not. He explained that student conduct handles civil disobedience and alcohol in the residence halls and other activities from minor to highly significant. He stated that punishments range from none, if the student is found not to be culpable, to expulsion from the University if the student is found to be guilty of a sufficiently serious issue; the judicial review process has the ability to recommend punishment of any type. Senator Bellott asked who the recommendation goes to. Interim President Abraham responded the recommendation goes to the Vice President for Student Services, who holds the authority to expel the student. He does not think the review committee has the authority to take the formal action, but he does not know of a time when their recommendations have not been taken.

Senator Dimitrov asked if faculty have enough information as to what actually happened and if they are entitled to have this information. Interim President Abraham responded that they are not entitled to this information because the University is expected to protect the process and the accused, just as in any other type of case. Senator Dimitrov suggested that, in that case, maybe the discussion should occur after the process is completed when faculty members have enough information. Senator Robinett recognized that some faculty may not even know what the incident was, but he noted that it was broadcast rather openly on Twitter. He asked if it could not be openly discussed since the note was photographed and posted on social media. Interim President Abraham admitted that anything on Twitter could be communicated because that makes it public knowledge. He related that he sent a message at about 2:00 p.m. a week ago describing the incident at the level of detail that the administration thought could publicly be disclosed, so that information is available. Interim President Abraham does not know how many people pay attention to emails from him or to Twitter that reference the University or whether people have heard about this incident from others, but it would not surprise him if there are a number of faculty and students who really do not know what is going on.

Senator Bellott related he reached out to different colleagues and has a list of questions that they would like for him to ask Interim President Abraham, particularly regarding the faculty hires. He asked what is the list of 21 hires, noting that there are only 11 on the employment website. Interim President Abraham acknowledged the website is a little behind, and the number has even gone up because the administration is continuously reviewing the requests. He does not know, however, that all 21 have been acted upon. He stated that there is no formal list; deans and chairs should have been informed of their ability to put forth a hiring request in Interview Exchange which would lead to a posting on the website page. Interim President Abraham related that the administration has acted upon the requests that came in from chairs to deans to the Provost's Office and have communicated back in the same direction – from the Provost's office to deans to chairs – regarding whether the requests were approved. He added that if senators have questions about a specific need in a certain department, he would encourage them to ask their chairs.

Senator Bellott asked how the positions were determined – not just the process that was just outlined but also what happened when the requests reached the Provost level. Interim President Abraham responded that the administration looked at a number of things but first considered the recommendations from departments and the enrollment management process. He said that the second thing to be considered was the average faculty loads within the various departments, and third was the student credit hours (SCH) taught within those departments. Interim President Abraham admitted that the available data was not at the level of detail he would have liked, but the administration used the best data they had available to make the best determinations they could about the level of need within those programs. He stated that some analysis involved cases where there are no faculty to teach a specialized subject area in a program because the expertise in those areas has left the University, in addition to considering information about how many academic credit equivalents (ACEs) faculty taught or the SCH of departments. He stressed that the administrators working on this tried to make the best decisions they could. Interim Provost Clow added that the discussion also included whether accreditation required that certain positions be filled or whether positions were required to meet state policies, such as those in teacher education.

Senator Filipink asked if the intention is to have all of these positions posted within the next couple of weeks. Interim President Abraham responded that his intention was to have had them all posted two months ago, but at this point the administration is moving as quickly as programs and approvers move through the process. He observed that various chairs and deans move at different speeds, but as soon as the requests are moved through – and if they are what the administration has been led to expect – the requests will be posted. He elaborated that in some instances things are being put on Interview Exchange that are not what was initially approved, but if everything comes through quickly and accurately, they will get approved. Interim President Abraham was on Interview Exchange this morning and approved two more requests.

Senator Hunter asked if staff reductions will begin to slow down now. He noted that the Department of Engineering Technology has lost its secretary and has gone from 11 graduate student teaching assistants (TAs) to three for spring. Senator Hunter stated that these numbers are really cutting to the quick, and he asked if there is any indication that these will level off and slow down. Interim President Abraham responded this is the first he has heard of any changes in TA allocations between fall and spring semesters. Senator Hunter remarked that his department lost quite a number from last spring through this fall, and he has now heard that the current level of six TAs will be reduced to three for the spring semester. Interim President Abraham remarked that this is not coming out from his office or the Provost's office, so he does not know where this information is coming from. He was not aware the University was doing this, and he is not sure why Senator Hunter is being told that this is occurring. He does not know if this is coming from the dean or department level, but they have the flexibility to make these changes within the context of trying to run their programs and activities. Senator Hunter said he is the graduate coordinator for his department and was just told this information. Interim Provost Clow asked if this reduction is based on academics; Senator Hunter replied he was just told they would only have three. He stated that in Fall 2018, Engineering Technology had eight TAs and Instructional Design and Technology had four, which was drastic but the decision was made at the dean's level. Interim President Abraham said he cannot speak to the decrease from last spring to this fall, but reiterated that the cuts from this fall to Spring 2020 are not coming from the presidential level. He thinks this must be from the dean or departmental level, and he does not know the reason, although he recognizes they have the flexibility to make those choices if they decide that is what they need to do. He suggested Senator Hunter run his concerns through his chair and dean to find out the reason for the cuts.

Senator Tasdan asked if senators can access the enrollment management report next month. Interim President Abraham replied he is happy to share it at any point as long as senators recognize that this is point-in-time data and probably delayed by a couple of days from the

current reality. Interim Provost Clow offered to provide the enrollment management reports to the Senate Executive Committee on a regular basis.

Senator Czechowski observed that there has been a fair amount of tenured faculty laid off since December 2015. She asked if those tenured faculty members will be brought back before hiring more faculty. Interim President Abraham responded “maybe, maybe not.” He explained that if there is a need to hire an English literature expert, there is no value to bringing back a mathematician because he will not ask that mathematician to teach English literature, but if an English literature expert had been laid off, then absolutely that person would be brought back to fill that need. He stressed that the decision is entirely based on need, and in many cases the need, unfortunately for those faculty, is not in areas where tenured faculty were laid off.

Senator Czechowski observed that WIU has a new president, a lot of new hiring going on, and has experienced repeated decreases. She thinks the University is taking a new direction, but she is not sure what that is and whether it is based on need. She asked what the University’s new mission is, what the University’s history is, and what WIU’s story is now. She asked how WIU is hiring five, ten, or 20 new faculty without talking about who WIU is now and who the University wants to be in the next five to ten years. Interim President Abraham explained that the University is hiring in areas with opportunities for growth, which are primarily driven by 1) demographics, and 2) interest areas for prospective students. He added that this is not determined by what WIU is doing internally but by where students are and where they are looking for programs. Interim President Abraham explained that the administration sees students looking for programs in more applied disciplines at the moment, and this is where WIU has opportunities for growth, but he does not want to make it sound like WIU is headed toward an applied focus. He said that while he does not have an answer to Senator Czechowski’s question right now, he does know that the administration is trying to achieve a level of stability, to address some of the things that desperately need to be addressed, and then to look at exactly the question she is asking. He expects to put together a group of people to start looking at the University’s strategic plan during the next academic year with the expectation that faculty, staff, and students can be brought in to decide what makes good sense for WIU as a university. He thinks the University needs some time to settle at the moment, to do those things that are necessary, and then to have this very important conversation together. Interim President Abraham stated that he will not be the one to set the direction for the University; he can help lead the conversation and wants to be engaged in it, but the conversation needs to be between faculty, staff, students, and, to some extent, alumni. He stated that conversations will involve where these groups see the future of WIU and how to achieve that, including what is the correct size for the University and how the budget can be balanced for that size. Interim President Abraham remarked that WIU cannot be a university of 7,500 students with facilities designed for 10,000 if steps are not taken to address those issues as well. He anticipates that there will need to be some difficult conversations about this next year.

Senator Bellott read a question from a colleague: “What about rehires in departments which were disproportionately hit with layoffs? While it appears on paper that English ‘can’ handle the students for writing courses, it has meant increased class sizes – to the point that one of the computer labs will not accommodate the entire class any more. Additionally, more students per class means less access to faculty. Faculty simply cannot meet with all of the students individually as they used to. Combined with more students per section, faculty are scheduled to teach more sections of classes. More sections and more students equal less individual attention, which we know is at the heart of retention. Also, more faculty pulled to teach writing means fewer faculty able to teach courses for majors and to develop new courses for the program. English, like others, also lost graduate student TA lines, which decreased the number of writing sections we can offer. Morale continues to be damaged by increased workload and less support.” Interim President Abraham replied that while he does not really have a response, he cannot disagree with what the statement says. He thinks this is

all part of the greater conversation of how WIU can move forward effectively, which is something that a lot more time will have to be spent considering.

Senator Banash confirmed that English was particularly hard hit with layoffs; the department had a significant amount of Unit B faculty and lost all but one, and there were a substantial number of faculty retirements and those who left for other jobs, resulting in the loss of about 16 faculty within the last five years. He related that there are multiple sections of ENG 180 and 280, the department's Gen Ed commitment, that it will be challenging for English to meet, which will send students to Spoon River College or online to other universities. He hears confusion from colleagues about what the metrics are currently to get a new hire. Senator Banash recognizes that the University needs to grow programs, and everyone is delighted to hear that WIU is hiring because that is a good sign and should be applauded. He noted, however, that faculty, particularly in the humanities, are worried about sustaining the programs they currently have. Senator Banash observed that humanities are hard pressed nationwide, which makes the case for hiring pretty tough, but they play a vital role – although that role is also tied to General Education and to smaller classes, especially when teaching writing. He related that the Department of English made the difficult decision to abandon the 3-3 teaching load (faculty teaching three courses each semester) they had been using for several years and go to a 4-3 load (faculty teaching four courses in fall and three in spring), but they are stretched. He stated that English faculty suspect that until they go beyond 4-3 and get overloaded, it will be very hard to ask for a new hire because English is not a rapidly growing major. Senator Banash pointed out, however, that besides playing a vital role for their own majors, including the historically important English Education program, English is vital for the whole university in regards to General Education and writing. He asked how English can make arguments to put themselves on the board to sustain their programs, bring new faculty in, and to sustain Gen Ed. Interim President Abraham acknowledged that Senator Banash has made good points and that he does not have strong answers to his questions today. He stated that the metrics need to take into account not only the majors but Gen Ed and service activities performed by the department. He would love to have a much more refined indicator of activities; he was incredibly surprised that it took him six weeks to be able to get a number on a programmatic basis for a student-to-faculty ratio within a program. He recognizes that the people trying to get this number worked hard, and he has confidence in the number that they finally determined, but it is still fairly rudimentary data and does not get to the fine detail that the University needs to rationally make those choices. He stated that for now the decision involves individuals making a strong case and the larger, gross numbers supporting those cases. Interim Provost Clow added that contributions across the University were considered when making recent hiring decisions, and Gen Ed is a huge part of that and does matter. He added that WIU needs to be able to provide General Education across the board for all majors.

Senator Cordes recognizes that it is difficult to get sufficiently rich data at WIU from his experiences working on projects involving student printing use on campus, which resulted in patchy data, and the number of installations of Adobe products at WIU, which resulted in a nebulous data outcome at best. He asked if the administration is thinking about things that can be put in place, administratively and within departments, that would allow the University to establish standard data sets in order to make decisions more effectively. He noted that it takes a lot of time to dig these pieces out from various places and asked if people are thinking about how to establish these structures. Interim President Abraham responded that the University will be putting in a new Enterprise Resource Planning (ERP) system because of the inability to get decent data. He thinks this will go a relatively long way to enable access to reasonable data on the student side. Interim President Abraham acknowledged there are other areas where the University does not have good data, and he is not surprised that Senator Cordes was unable to identify how many Adobe installations WIU has at the moment. He has asked in the past why these things are not known and how the University can get to the spot where these things can be determined. He is not sure, however, that faculty will always like the answers because it may sometimes mean centralizing activities; for example, if individuals did not have the authority to install Adobe on their own machines

and it was done centrally through University Technology, it could be determined pretty quickly how many installations the University has, but faculty may not want that restriction. He noted that there are advantages and disadvantages, but the University will carefully move forward because everyone needs to get better on obtaining that kind of data.

Senator Filipink remarked that across the three sets of layoffs, particularly the last two, it has been the case that there is an idea that the production of General Education SCH is a negative for departments and that it was used as a justification for laying people off. He is happy to hear that this appears to be no longer the case, but he wonders if this metric, going forward, is going to be maintained to indicate that Gen Ed courses have value and are valued by the institution. Senator Filipink related that his constant concern is that farming these kinds of things out has been one of the largest problems in maintaining revenue in the last decade. He believes that the University's constant signing of 2+2 agreements and farming out General Education courses does not benefit WIU's students and its bottom line. Interim President Abraham responded that he accepts Senator Filipink's argument. He stated that, although it may sound strange coming from an engineer, he absolutely values Gen Ed and thinks it is a tremendously important component of a university education. He noted that General Education is one of the things that distinguishes an outstanding university, and he promised to maintain and support it at WIU. Interim President Abraham related that as an undergraduate he took a course on Shakespeare at a technical university from someone who he was told was a worldwide Shakespeare expert. He thinks this is something that WIU should aspire to – that the University should have the experts – the highest quality, best faculty – teaching Gen Ed, just as these faculty are expected to be in every other area. Interim President Abraham wants to see WIU invest in the very best people and believes they need to be teaching across the University at all levels. He thinks this is why students will come to WIU and not to Spoon River College, Eastern Illinois University, Illinois State, or elsewhere – because WIU offers the best quality education that money can buy.

Senator Sawhney observed that student-to-faculty ratio is often associated with retention, but he wonders if this means that other universities with big class sizes have lower retention since WIU's class sizes are fairly small. He said this makes him think that it is not the faculty who have failed but that students should be encouraged to invest in their educations. Senator Sawhney believes that if students are good, a university can have big class sizes and still have good retention rates. He thinks that the University may need to concentrate more on student involvement. Senator Sawhney has observed in his more than 20 years at WIU that most introductory courses are taught by Unit B faculty; he stressed that he is not saying that they are not excellent teachers, but there is something that is lacking in terms of foundation when students reach the higher-level business classes (which are built on the lower-level ones) and have to literally be taught the foundational information before Senator Sawhney can teach other course material. He said this is stressful for him and for the students and needs to be addressed. He noted that there will be financial constraints in attracting the “best people,” and he does not know how this can be addressed; he asked if WIU is willing to pay the kind of money necessary to hire the best people because this can be an issue, especially for business faculty. He believes this is a process that needs to be worked on, and he has never seen at WIU that this is a process-oriented issue but has always seemed to be here or there and to have involved fighting between different schools. Senator Sawhney believes that if the University wants to increase the student body, improving the quality of education at WIU must be considered as a process.

Senator Perabo said she would like to push back a little bit on the idea that Interim President Abraham wants to begin strategic planning next year. She believes that Interim President Abraham is already doing strategic planning when deciding which 21 faculty hires to approve instead of lightening the load of the English Department. She observed that however this is characterized, these things are being considered. Senator Perabo believes that the English Department will help with retention more than anything else; as someone who teaches Gen Ed courses and has seen student writing and the problems associated with that, she thinks helping students in this area assists toward retention more than anything. Senator

Perabo recalled that Interim President Abraham expressed a need for more fine details when making determinations about this planning process. She asked what specific kinds of details he is referring to.

Regarding strategic planning, Interim President Abraham stated that rather than saying he is doing strategic planning, he would say that he is investing strategically. He stated that this strategic investing is based on his view and not on the data he would need to do a holistic strategic planning exercise; right now, the University is getting “Interim President Abraham’s strategy” as opposed to “our strategy,” which is where he would like to move to. He said the question about the details touches on SCH, such as the earlier discussion on General Education credit versus major credit. He had an ongoing discussion three or four jobs and two universities ago about going to a responsibility-centered budgeting approach, and they were having this same kind of conversation. He remarked that during the discussion it was pointed out that students would not be taking English writing courses if they had not come to the university to be a business major; although some students want to be English majors, other students take service courses because they are majoring in a different area. Interim President Abraham asked how much credit the major department should get for those service courses and how much the department delivering the hours should get if one looks at valuing those credits effectively. He observed that this gets into more detail as one starts to talk about who advises those students – is it in the department or in the place where those courses are being taught – and this is not an easy question to answer all the time across the university. Interim President Abraham told senators these are the types of questions he is trying to see if WIU can answer – which are still at a relatively high level – so that one does not have to “get into the weeds” every time a decision needs to be made. He hopes the University can develop some kind of common set of data that takes these questions into account and addresses them in a rational way which would allow the University to use them in decision making.

Senator Bellott related that a colleague wanted him to ask “Why so many hires in fine arts? I support the arts, but is it a growth area? Do the positions all need to be tenure lines? Why not adjuncts and Unit B until we see the real need?” Interim President Abraham responded that part of the reason for so many hires in the fine arts, the School of Music in particular, is that fine arts positions tend to be fairly specialized, making it difficult to put a single instructor into a lot of different courses. He added that the fine arts area also teaches a little differently in that they teach studios; there is, for example, a flute studio with 15 students learning how to play flute better, and it needs a flute teacher to support that studio. He stated this type of fine detail explains why the fine arts, particularly the School of Music, has seemingly done better than some other areas because it is more difficult to shift faculty around. He added that some of the authorizations to search may not result in hires, and these are things that should continue to be evaluated as the University moves forward.

Chairperson Pynes observed that one of the values of WIU is tenure, and by not bringing back the people that were laid off by the former administration, Interim President Abraham is essentially saying that he agrees with those layoffs. Chairperson Pynes named as an example a department that had a layoff of a Unit B faculty member in 2015, taking the department from five faculty to four; two years later, a 20 percent reduction in SCH was used as the justification to lay off another faculty member. He observed it seems as if Interim President Abraham agrees that those layoffs were appropriate by not bringing back those tenured faculty laid off by the previous administration. Chairperson Pynes believes it appears that there is not a demonstrated commitment to tenure at this university, which harms WIU’s ability to recruit new faculty. He thinks that if WIU wants to hire 21 new faculty members, it should first bring back those faculty who were laid off with tenure because that is one of the values that the University sells. He suspects it will be difficult to sell 19 Unit A faculty on the idea that they will get tenure here if tenure is not valued properly. Chairperson Pynes stated that when Interim President Abraham remarked that a mathematician cannot be brought back to teach English, it misdiagnoses how those layoffs were done in the past. He asked why Interim President Abraham cannot rescind those layoffs, adding that if he does

not the President is essentially saying those layoffs were appropriate, and if the winds change or a certain metric is not reached, the new hires could potentially be laid off, too. Not bringing the laid off tenured faculty members back is an indication to Chairperson Pynes, as a faculty member, that WIU still has a broken appreciation for tenure. Chairperson Pynes stated that he has made a commitment to ask these questions to all administrators in charge from 2015 up to this point. He asked Interim President Abraham if he thinks the layoffs over the past two years were appropriate and if he is determined to move forward. Interim President Abraham replied that he would disagree with that characterization. He explained that his previous statement about bringing people back was an evaluation of the University's needs as of today. He stands by his statement that the University will continue to evaluate its needs and hire people that meet those needs today and not the needs that WIU had five years ago. He also will not use this hiring to make amends for the sins of past administrations; if they made a choice that perhaps is currently disagreed with but it turns out that, as a result, the University today finds itself in a different spot, a determination needs to be made from where WIU is today. Interim President Abraham does not think the University should go back to the way things were two or three years ago just because it can. He believes the University needs to identify where it can move forward and the best opportunities that are ahead for WIU. He stated that while the past should not be ignored, one should not live in the past either. Chairperson Pynes asked how Interim President Abraham can tell the faculty that WIU is trying to recruit that tenure is of value at this university. Interim President Abraham responded that tenure is always a value; the contract makes it more difficult to lay off tenured faculty than untenured or Unit B faculty or probably anybody else at WIU. He stated that WIU values tenure because the University makes that the hardest thing to do; it is a decision made as a last resort because there are no other choices. Interim President Abraham supposes that the administration at the time those decisions were made did not believe they had anything else available to do that would allow them to balance their budgets. He suspects it was a very hard decision to make those choices and involved some difficult discussions around the table, but that was what the previous administration felt was appropriate and necessary for them to do. He promised that laying off tenured faculty will always be the last resort that the University takes.

Senator Stinnett remarked that the University definitely wants to retain the new hires and keep the best people at WIU, and she finds some things worrying in this regard. She related that faculty giving up two percent of their salary was very discouraging for new faculty. She also observed that tutored study, which affects some departments more than others and requires new faculty to teach a number of classes in order to make a full load, is exhausting and discouraging. She hopes the administration will keep this in mind when thinking about new hires and ways to keep them at WIU. Interim President Abraham replied that he agrees absolutely. He related that the administration had a conversation with University Professionals of Illinois (UPI) about doing some things in regards to salary, but the two sides were unable to reach an agreement. He related that a contract negotiation will occur a year from now which will allow the University to move forward and take up those issues specifically. Regarding new hires, Interim President Abraham observed that there is some flexibility in the salary the University is able to pay, and he expects there will be some conversations that may be difficult on his side about what it will take to bring some of these individuals to WIU. He stated that faculty who are looking to recruit can suggest to individuals who, for good reason, may need more money to come to WIU that those are conversations Interim President Abraham is willing to have.

Senator Dimitrov recalled that Interim President Abraham in the University Assembly mentioned Tiger Teams of nine to ten individuals. He asked if the President has any intention of putting together a Tiger Team to make recommendations regarding the strategic planning that will occur next year. Interim President Abraham replied that he has no intention of doing that. He will instead work with Faculty Senate and other constituent groups to determine what that process should look like and how to move it forward. He stated the strategic planning will take a lot more deliberative conversations and engagement

of faculty, staff, and students, and a Tiger Team would not be appropriate for that conversation.

Senator Czechowski expressed her happiness to have new leadership at WIU. She thinks it is everyone's responsibility to right the wrongs from the past. She observed that the University still has a deeply hurt faculty from several years ago, and she would like Interim President Abraham over the next several months to take the time to try to understand the stress of the layoffs from 2015 forward. She recalled that some tenured full professors were laid off even though there were lower ranked faculty that could have been laid off instead, the contract was not followed, and it was a disaster. Senator Czechowski related that as a graduate student getting ready to look for a position, she was told by some faculty not to apply at a certain school because it did not value tenure and worked its faculty like dogs, and this thinks this situation has now been created at WIU. She suspects that that when seeing the newly advertised positions, potential faculty will recall that many individuals with tenure were laid off and ask themselves what has really changed. She urged Interim President Abraham to look into the individual stories of these individuals. Senator Czechowski observed that there are problems with race relations between the town and students, and the Department of African American Studies has been eliminated, as well as the Women's Studies major, and she would like for Interim President Abraham to think about these things and look into these stories – find out what faculty were laid off, where, and why because there is a lot more to those stories. Interim President Abraham observed that many of the layoffs have actually been rescinded, so some of this is occurring.

Senator Bellott related that a colleague asked him “Is workload across campus being considered with hires. I understand there has never been a standard measure across campus, but does Department X need more hires if they are teaching 3-3 and others are teaching 3-4, 4-4, and above?” Senator Bellott remarked that he knows of one faculty member who is teaching 7-6. Interim President Abraham responded that nobody should be teaching 7-6; that is unreasonable. He thinks it is appropriate, however, for different departments to have different expectations. He thinks a more effective comparison would be what WIU does versus the University's peer institutions in comparable programs and departments. He does not think it is necessarily appropriate to compare one WIU department to another because their expectations are different.

Senator Bellott observed that the Leatherneck Referral Program might reach out to a student who has a problem one time but it does not continue to follow up, which prevents the student's behavior from changing. He has referred 25 students to the program, but the only ones who actually change their behaviors are the ones who Senator Bellott physically goes to and talks with, and he cannot do that for 25 students. He is not seeing any return from Leatherneck Referrals and wonders what the value of the program is to the University. Interim President Abraham understands the purpose of the program, but he does not know what the carrots or sticks are for students to actually do what is asked of them. He noted that a student can be referred, or Leatherneck Referrals can reach out to a student, but if the student does not respond, there is not much that can be done beyond that. He stated that the University can continue to reach out to students multiple times, but he does not know what the penalties become nor does he know what they should be for students that fail to take advantage of the support structure that is put in place for them. He stressed that this does not mean that WIU should not have the support structure, but it may mean that the University needs to develop a better process to make sure that students take advantage of it.

Senator Bellott related that faculty have expressed concerns to him about internal hires and promotions. He noted that a number of associate faculty have been promoted to the very highest ranks and are evaluating the tenure/retention portfolios of individuals who are ranked higher than them, which seems to be a conflict. Interim President Abraham responded that this depends upon the structure at which a particular university operates. He is new to WIU but has been to universities where only tenured full professors got to review promotion to full professor; he has been at other universities where all faculty get to vote on all promotion

decisions. He added that, generally speaking, this is spelled out in the contract, and he has not looked deeply enough into WIU's processes. He asked if only tenured full professors within a department can make recommendations on promotion and tenure at WIU. Chairperson Pynes responded that this is performed by the Department Personnel Committee (DPC), and some departments allow the entire department to vote on questions of tenure. Interim President Abraham asked if associate professors can serve on their DPC; Interim Provost Clow replied it depends upon the department. Interim President Abraham asked what the difference would be if he was an associate professor serving on a DPC versus being an associate professor serving as an administrator; Senator Bellott replied that the difference is one vote as a member of a committee versus one vote of one individual. Interim President Abraham responded that he understands Senator Bellott's point but does not have an answer to this question; philosophically, it could be argued either way.

Senator Bellott asked about the promotion of interim candidates all the way through the process without seeing any outside diversity. Interim President Abraham responded he likes to see outside people brought in because they can bring in good and fresh ideas, but that does not mean that there are not good ideas coming from people already here at WIU. He believes the candidates and opportunities should be evaluated, and there should not be a blanket rule that says it has to be one way all the time because sometimes there are good reasons to look only internally and other times there are good reasons to look externally.

Senator Lauer remarked that Interim President Abraham said he would be evaluating the cases of the tenured faculty who were laid off on a case-by-case basis. He asked if this means the President will not be evaluating them vis-à-vis the new hires. Interim President Abraham responded that none of the areas the University is considering new hires for have laid off faculty who are available to be brought back. Senator Lauer asked if Interim President Abraham can articulate if the current process of coming up with a list of faculty to hire is different than the processes used in the past, adding that he has not heard anything tangible about what is distinct and different this time. Interim President Abraham responded he does not know how this process was done in the past and can only speak about what is being done now. He related that the administration asked for recommendations starting at the department level and moving up the chain. The administration evaluated student credit hours and faculty workloads to make the best decisions they could regarding the quantitative numbers as well as the needs of the programs. He added that some programs have accreditation or other needs, such as subspecialties that have lost faculty and have no one to teach in those areas.

Chairperson Pynes thanked Interim President Abraham for coming to Faculty Senate and providing candid answers to lots of questions. He noted that this is the President's second time visiting Faculty Senate, the first time a WIU president has visited twice in a semester. He wished the President good luck with all of the work he has to do. Interim President Abraham promised to come back if there are specifics that senators want to know about because he thinks Faculty Senate is an important venue for communication, and he is happy to take questions.

2. Reapportionment

Chairperson Pynes explained that Faculty Senate reapportionment occurs every two years, but since the last reapportionment in 2017 the Senate has changed how senators are counted. In 2017, the number of full-time faculty in a department was divided by 40. Chairperson Pynes stated that when Steve Rock was Senate Chair, the Executive Committee put together a formula to determine representation on Senate, and a Constitution change was approved. He explained that now the number of senators is set at 23; subtracting the Macomb At-Large and Quad Cities At-Large dedicated seats leaves 18, which are divided by a percentage based on the number of total faculty in each college. Chairperson Pynes pointed out, for example, that the College of Arts and Sciences currently has 167 faculty that meet the constitutional definition of eligibility for Faculty Senate. There are 423 total faculty that meet this

definition; 167 divided by 423 is 39 percent, so Arts and Sciences will get 39 percent of the 18 college-specific seats, or seven senators. According to these calculations, the College of Fine Arts and Communication will gain a seat in 2020 while the College of Business and Technology will lose a seat. Chairperson Pynes stated that in the Spring 2020 election, the seat of the Business and Technology senator whose term expires will be filled by a senator from Fine Arts and Communication.

Senator Dimitrov asked how fractions are handled; Chairperson Pynes responded that they are rounded down or up depending if they are above or below the half. Senator Maskarinec pointed out that the number of faculty listed for the School of Computer Sciences is a snapshot. He noted that last year the School lost five faculty and was able to hire one. They have had some searches that have failed and hope to fill the remaining four vacancies. He noted that this fact alone, not looking at the other departments in the College of Business and Technology, is the reason the College lost a Senate seat – not because there is not a demand for faculty but because there are not people in the positions now. Chairperson Pynes responded that he is sympathetic, but this is how the Senate Constitution demands that reapportionment be done every odd fall; it is not about how ExCo wants senators counted.

Senator Maskarinec suggested that maybe the formula can be “fixed.” Chairperson Pynes pointed out that any constitutional change requires a vote of the entire eligible faculty. He asked if Senator Maskarinec has a constitutional amendment that he would like to bring to the body. Senator Maskarinec responded he would like to hear the discussion before he would do that. He suggested that Faculty Senate discuss a more appropriate metric because he would like to know such a change is amenable to the body before bringing it forward. Chairperson Pynes said he is sympathetic to not liking the current calculation and to thinking the body is too large. He pointed out that in 2015 there was 613 faculty and now there is 423, but the size of the Senate has increased from 21 to 23; as the number of faculty has shrunk, this body has gotten larger. He added that it is also sometimes hard to get faculty from certain colleges to serve. He expressed a willingness to have a conversation about this if Senator Maskarinec desires it.

Senator Maskarinec said he has two ideas: 1) equal participation by college rather than by allocation of faculty; every college gets the same number much like the Graduate Council, and 2) determination by SCH production rather than by faculty. Chairperson Pynes remarked that Senator Maskarinec may have a hard time getting either of his suggestions passed by the entire eligible faculty. He observed that the people who think proportionality is relevant would have to give up their proportional representation, so he does not think they would vote for it because it would not be in their best interest. He encouraged Senator Maskarinec, however, to bring his amendment forward. Senator Maskarinec responded he does not want to do the work unless the body of the Senate is amenable to such a change. Chairperson Pynes responded that he would not vote for it; Senator Bellott added that he would not support it either. Senator Perabo said she would be amenable to something which took into account that departments have approval to hire a certain number of positions and which looked at the expectation of how many faculty would be in place next year, but she would not support Senator Maskarinec’s two specific suggestions for amendments.

Chairperson Pynes pointed out that if in two years the College of Business and Technology, whose reapportionment number was 3.42 (three senators) moved past the halfway point, they would get their seat back. Senator Maskarinec observed that the College would need four more faculty; Chairperson Pynes pointed out that the College could also go over the half by having faculty from the other colleges leave so that those percentages decrease. Senator Maskarinec pointed out that Computer Sciences is understaffed to the point that they need to hire more than one faculty member, which may also be true of the School of Management and Marketing, so the College’s numbers are artificially deflated to the point where it is losing a seat. Chairperson Pynes reiterated that he is sympathetic to the fact that the College is losing a seat, but this is the constitutionally required method, which is why it is presented to Faculty Senate as an announcement and not as a voting item. Senator Maskarinec stated

that in good economic times this formula may make sense; his objection is the way that the calculation is made with the snapshot being taken this fall. Chairperson Pynes asked which snapshot Senator Maskarinec would prefer, adding out that at any time there might be a poor snapshot. Senator Maskarinec replied he is looking for suggestions as to what other senators might be amenable to.

Senator Franken suggested that perhaps there should be a moving average of semesters or years. Chairperson Pynes asked if Senator Franken would like for there to be a clipped average mean, too. He asked if Faculty Senate wants the calculation to be something that normal people can figure out or something that a mathematician would have to calculate every time. Chairperson Pynes observed that no representational situation is perfect; in this case, Business and Technology loses a seat, but they may get it back next time, and that is just how things happen.

Retired History faculty member Ginny Boynton asked if faculty senators represent the faculty, the positions, or the SCH. She asked if senators serve to represent the faculty already on campus or the potential faculty that they hope will come to join them in future. Chairperson Pynes responded that faculty do not represent SCH but the faculty in colleges or the faculty at-large. He is sympathetic and offered to have a conversation and bring in a representative from the Department of Political Science to help with the discussion, but he reiterated that it will never be perfect.

Senator Sawhney remarked that this could be fixed easily based on moving averages because that is not rocket science; Chairperson Pynes replied that it cannot be fixed easily because the Faculty Senate would have to approve the proposal and then it would go to the entire eligible University faculty for a vote. He pointed out that faculty approved the change to the current formula two years ago as a constitutional vote; the current model was proposed by the College of Business and Technology since it was written by Steve Rock, now retired professor of Economics and Decision Sciences. Chairperson Pynes pointed out that if Business and Technology senators do not like the current model, they can put together something for the full Senate to consider, but he does not think that faculty will give up representational voting. Parliamentarian Brice added that the proposal would first have to go to the Senate Executive Committee. Senator Dimitrov stressed that the proposal should be in writing. Agriculture professor Mark Bernards pointed out that if the College of Business and Technology wants more representation on Faculty Senate, they could also run for the at-large seats.

III. Reports of Committees and Councils

A. Council on Admission, Graduation, and Academic Standards (CAGAS) (Mark Bernards, Chair)

1. Proposed School of Nursing Admission Changes

CAGAS unanimously approved a request from the School of Nursing to eliminate the Pre-Conditional Nursing program so that all students will be admitted directly into Pre-Nursing. According to the documentation, “The aim of the pre-conditional nursing was to get students to campus and provide them any extra support they needed to help them be successful in nursing or, if nursing was not a possibility, transfer to another major on campus. While this option does serve some students, we have been told by prospective students that they wouldn’t come here in a pre-conditional nursing placement.” It goes on to state that students admitted directly to Pre-Nursing “may be part of the REACH program for advising but would still be Pre-Nursing.” Chairperson Pynes stated that he likes this change. Dr. Bernards remarked that students are more likely to come to campus if it is not Pre-Conditional Nursing and will be more likely to stay in Pre-Nursing.

NO OBJECTIONS

B. Council on Curricular Programs and Instruction (CCPI)
(Steve Bennett, Chair)

1. Curricular Requests from the Department of Art and Design

a. Request for New Course

- i. ARTS 450, Travel Workshop, 1-3 s.h., repeatable to 6 s.h.

NEW COURSE APPROVED

2. Curricular Requests from the Department of Physics

a. Request for New Course

- i. PHYS 300, Concepts of Modern Physics, 3 s.h.

NEW COURSE APPROVED

b. Request for Change of Minor

- i. Physics

SENATOR BELLOTT OBJECTED TO THE PROPOSAL

Motion: To restore consideration of the change to the Physics minor to the agenda (Bellott/Filipink)

MOTION TO RESTORE APPROVED BY VOICE VOTE

Senator Bellott related that a Physics faculty member told him that their faculty were not informed of the proposed change. He observed that with the change, if a student wanted to minor in Physics they would have to take all three Calculus classes or Differential Equations, whereas before Biology students who wanted a minor in Physics did not have to take those advanced math courses. Senator Hunter related that he was contacted by the same Physics faculty member. He told senators it also affects his department, Engineering Technology, because five of their students have taken this minor and would not be eligible in future because they would have to have taken three Calculus courses. Senator Hunter added that Engineering Technology has no 300-level research course.

Kishor Kapale, Interim Chair of the Department of Physics, told senators these statements are inaccurate. He pointed out that there are four other courses that students can choose from: PHYS 427, 428, 470, and 477. He added that the science advisor, Jennifer Sandrick-Rubio, knows about these alternatives. Chairperson Pynes asked if this alleviates the problem. Senator Bellott replied that he did not know those courses were alternatives, but he did not thoroughly parse the request. Dr. Kapale related that he is currently developing another Physics minor that would work with required high school-level algebra, and other disciplines, including those outside of Arts and Sciences, could take it. He added the title of this minor will be Conceptual Physics or something similar.

Senator Maskarinec asked if the change is just to add PHY 300 to the core. He observed that the electives are not changing, so it appears there would

still be plenty of electives that do not require prerequisites of advanced math. Senator Bellott replied that there is a nuance in the language. He noted that currently the Directed Electives require 6-8 s.h. of “Physics courses with at least one upper division course (numbered 300 or above); may not include more than 3 s.h. of PHYS 477,” which means students could take PHYS 477 and a 100- to 200-level course, but that will no longer be an option since the new Directed Electives require 6-8 s.h. of “Approved Physics elective courses numbered above 300 with maximum 3 s.h. of PHYS 477.”

Motion: To approve request for change of Physics minor
(Maskarinec/Franken)

Senator Banash asked if the issue has been resolved and students would still be able to move through this minor because there are courses available that do not have prereqs they may not have taken. Dr. Kapale replied affirmatively, adding there are at least four. Senator Lauer asked if those four courses are offered within a two-year sequence. Dr. Kapale replied that they are offered every year. Senator Bellott remarked that his other objection was that the proposal was not brought to the whole faculty, and there are only five faculty members in Physics. Dr. Kapale replied that the faculty member with concerns has had discussions with him about these points even before the request was considered by CCPI.

Senator Dimitrov asked if PHYS 300 has less mathematical rigor than PHYS 214. Dr. Kapale replied that PHYS 214 is Calculus-based. Senator Dimitrov expressed confusion with the objection since the course to be added has less mathematical rigor and does not have Calculus prerequisites. He asked how adding this course will detract those that do not want to take Calculus. Senator Bellott replied it would be helpful if this request could come back with a list of all the courses that students would have to take for the minor. He noted that all departments have hidden prerequisites because prerequisites are not listed in the core. He noted that many Physics courses require CALC I, II, and III, or Differential Equations, which must be taken to get in to the upper division courses.

Senator Dimitrov asked what are “Approved Physics elective courses numbered above 300.” Dr. Kapale replied this can be any course based on the student’s math background. He added that the reason the language is so large is because new courses may be added.

MOTION APPROVED 19 YES – 1 NO – 0 AB

IV. Old Business

A. Curricular Requests from the School of Education

1. Requests for New Courses

- a. EDS 100, Introduction to Educational Studies, 3 s.h.
- b. EDS 201, Educational Psychology – Human Growth and Development, 3 s.h.
- c. EDS 204, Diversity Issues in Educational Studies, 3 s.h.
- d. EDS 310, Learning, Cognition, and Motivation in Educational Settings, 3 s.h.
- e. EDS 311, Assessment and Evaluation in Educational Settings, 3 s.h.
- f. EDS 490, Educational Studies Internship, 9-12 s.h.

2. Request for New Minor
 - a. Educational Studies
3. Request for New Major
 - a. Educational Studies

Motion: To consider the proposed new major, minor, and courses as a package (Bean/Filipink)

Senator Choi asked if EDS 201 is an existing course or a new course. Chairperson Pynes replied that all are new courses and a new proposed major and minor. He added that the major and minor cannot be approved without approving the new courses first. He explained that since all of these have already been seen by Faculty Senate once, Senator Bean has suggested that this could all be done with one vote because it is basically one big package. Senator Choi asked if the motion is to consider a new group of curricula that has not been approved yet; Chairperson Pynes confirmed that is correct.

MOTION TO CONSIDER AS A PACKAGE APPROVED 20 YES – 1 NO – 0 AB

Chairperson Pynes reminded senators that this package came before Faculty Senate last year, and at that time then-Senator McIlvaine-Newsad wanted to see the feasibility report and a four-year teaching rotation, which are now included in the packet. He added that Senator Delany-Barmann also had some concerns when the package was originally presented, but both of them have now expressed their support for the proposal. He added that Senator Delany-Barmann and Parliamentarian McIlvaine-Newsad are in Puerto Rico so cannot express their support in person; Senator Delany-Barmann told Chairperson Pynes that she would vote for it if she were here.

Senator Choi asked the department to speak about EDS 201. Gary Daytner, professor in the School of Education, explained that EDS 201 is a human growth and development course that used to be part of the course offerings of the former Department of Educational Studies and was offered within teacher education. He related that a few years ago, there was a redesign of the teacher education program that led to this course, which looks at the developmental character of learners, being removed from those offerings. EDS 201 went into deep freeze and was subsequently dropped, and the current request is to bring this course back. Senator Choi observed that all of the course objectives use the word “Describe” and do not explain how students will use the knowledge. Dr. Daytner explained that the course will include a field experience and observation in an educational setting. Senator Choi observed that he does not see in the course objectives anything to indicate that students will synthesize, evaluate, analyze, or apply the knowledge they are learning. Dr. Daytner responded that he taught this course in the past when it was part of the teacher education program, and its emphasis was on foundational information at developmental levels. He added that there was an observational piece which comprised the analysis and the application part of the course; students wrote reports based upon their observations, and for the analysis they looked at different perspectives and thought about different theoretical viewpoints in developmental psychology. Dr. Daytner is not sure why this does not come through in the objectives. Senator Choi suggested that the proposal be tabled so that clearer objectives can be developed because he cannot see any clear objectives appropriate to a 200-level course. Chairperson Pynes pointed out that since senators have approved a motion to consider all of the requests as one package, the motion would be to table the entire thing, not just EDS 201.

Motion: To table the package (Choi/Filipink)

Senator Lauer said he does not think it is appropriate to table this package. He pointed out that EDS 201 is a class that has already existed; whatever concerns might exist with the proposal, this is a class that has been taught and, one can assume, has met its course objectives in the past. He stated that, because the proposals are being considered all together, this objection does not seem like enough to table the entire package.

Senator Lough remarked that the objection sounds semantic and asked if a proposal can be accepted with a suggested wording change. Chairperson Pynes replied that Faculty Senate can approve proposals with the understanding that changes will be made; traditionally, if there are a lot of changes, Faculty Senate asks that the proposal be brought back. He added that these proposals have been on the table for an entire summer already. Senator Banash remarked that CCPI usually deals fairly efficiently with these types of questions and is pretty rigorous. Chairperson Pynes remarked that current CCPI Chair Steve Bennett was not the chair when these requests were approved last year. Dr. Bennett observed that “describe” is an appropriate verb according to the list CCPI uses for course objectives. He added that as long as the department used an approved verb, CCPI would not have questioned it. He noted that all of the verbs are from the same column on the approved verb chart, but CCPI does not specify that course objectives must have verbs from any particular column of the chart. Senator Choi stated that he is not talking about selective verbs but about what is taught in the class. Senator Filipink asked if it would be possible to modify Senator Choi’s motion to remove EDS 201 from the larger package and have it be a separate discussion. Chairperson Pynes responded that since the motion to table has already been moved and seconded, there needs to be a vote on it first.

MOTION TO TABLE FAILED 6 YES – 15 NO – 0 AB

Chairperson Pynes pointed out that the time is 5:56 p.m., and if the meeting is to continue beyond 6:00 p.m., there will need to be a motion.

Motion: To extend the meeting to 6:15 p.m. (Dimitrov/Choi)

MOTION TO EXTEND THE MEETING APPROVED 17 YES – 4 NO – 0 AB

Senator Stinnett asked to speak in support of the proposal. She observed that this program would be different than what is currently offered in Education or other licensure programs. She noted that currently if a student does not want to get a licensure but wants to have a career in the classroom, there is no place for that student; this program would be a different path that would start with the study of education. Senator Stinnett believes the new program would be a good way to recruit new students. She related that the School of Education had a discussion with Interim President Abraham about diversity in terms of international students, and this program would help with that; there are currently no international students in education because they cannot be certified in Illinois. She thinks this program would provide a nice niche for those students and for WIU.

Chairperson Pynes explained that because this program was tabled and brought back under Old Business from a prior meeting, there must be an official motion to approve or not to approve it.

Motion: To approve the Educational Studies package (Stinnett/Franken)

Senator Stinnett remarked that WIU’s Study Abroad program brings a group of teachers from Myanmar every year to the University, and some of the faculty in the School of Education have done workshops for them. She related that these teachers have expressed interest in partnering with WIU, but there is currently no pathway for them because the current program is only for student who want to be certified. She reiterated that this program would provide a niche for Education and for the University, and she hopes that senators approve it.

Senator Filipink asked, regarding the statement from former History Chair Jennifer McNabb in opposition to the proposal, whether it is true that nothing has functionally changed since that letter was written. He noted that Dr. McNabb's letter of March 19 indicated that there was supposed to be a revision of the proposal. Chairperson Pynes responded that there was no feasibility study available to senators at that time. He added that the Interim Chair of the School of Education (then the Department of Educational Studies) went to all chairs and academic directors and received their support, except for a couple of objections. Chairperson Pynes urged care as an institution not to engage in a battle of curricular luck – "you were here first, so you get the curriculum." He thinks that creating new curricular programs for faculty with shifting needs is a good idea. Senator Filipink thinks part of the concern that Dr. McNabb raised is that the feasibility study indicates that the School of Education was concerned as much, if not more, about losing majors to other departments in the University as it was concerned to create new opportunities to bring students to WIU.

Senator Czechowski asked if a student can go into the education program and not get licensed. Dr. Daytner replied that his understanding is that licensure is the completion of the program; there is a state requirement to complete a TSA license, and this licensure is tied to the major. He thinks students may be able to complete their degree in the content area, however, without obtaining licensure. Senator Czechowski pointed out that this program is about other educational settings, not about teaching in the classroom. She asked why, then, licensure is important. Dr. Daytner replied that this program is intended for students interested in educational issues, those who want to study education as a discipline but not seek out a content area and licensure. He added that education is the start of that pathway, and this is the discipline that they want to study on that path. Chairperson Pynes remarked that SGA President Caleb Markey remarked when this proposal came forward last year that he wished this major was available when he enrolled at WIU because it was just what he wanted to study.

Senator Czechowski remarked that there are education faculty teaching tutored study, and now the School of Education wants to introduce six new courses and expects 25 new majors, which is a lot more tutored study. She asked if the School of Education expects those classes to make. Dr. Daytner responded that not all courses will be offered every semester; they will be staggered to meet the needs of the students, so the actual number of courses is not extensive and only a handful would need to be offered each semester.

Regarding the objection to the course objectives for EDS 201, Senator Cordes pointed out that the same word in Bloom's Taxonomy can be used for more than one level; "describe" can be used in the knowledge level, as comprehension, and as analysis. He can see, looking at the other proposed classes, where the differentiation was made in the action verbs that were used because those are things that students are supposed to cognitively know, but he does not have a problem with the usage on EDS 201. He suggested that if the course is changed in future, Education may want to take a look at those objectives to see if there is a higher level that could apply, but it is certainly not out of practice to use them as proposed in the request form. Senator Hunter countered that educators would think that was a poor way of describing objectives, and it would be nice if the School of Education used other verbs because he thinks they could have done a better job.

Senator Bean observed that there were objections expressed by the College of Fine Arts and Communication to the original proposal which were included in senators' packets. He read a much more recent reiteration of those objections which was not included in packets: "There is nothing 'new' here to bring students to WIU. Rather the proposed major relies heavily on RPTA, Marketing, and Management classes, teaches content that we (and HRM) already cover in our respective training and development classes, and suggests 'new courses' and research methods, diversity, and motivation/learning that are already taught in half a dozen departments across campus. I still don't understand the logic of offering an educational degree for people who don't want to work in education, and as Pam (White) pointed out last

time, in many of the career path examples that are being suggested in the proposal, students would be better advised to pursue majors that are more directly linked to their future job interests (i.e., pursuing Art History or Anthropology to work in museums, RPTA to work with a variety of populations across the lifespan, Human Resource Management or Communication to go into corporate training and development, and Health Sciences/Social Work to work with community education and/or health issues. There are 60 other degree programs that are offered at this institution for people who don't want to go into education. I appreciate their need for broadening the major to attract more students, but this major potentially cannibalizes existing programs."

Chairperson Pynes related that when he proposed a Pre-Law program for the former Department of Philosophy and Religious Studies, it took almost a year for it to be approved. He added that History and Political Science also brought forward Pre-Law programs at this time, and Law Enforcement and Justice Administration's Pre-Law program did not drop to zero enrollment because of the addition of others. Chairperson Pynes stated that while he appreciates the College of Fine Arts and Communication's objections, he believes that if a department's majors are strong enough to keep their students, then that's on them. He added that if individuals think the only way the Educational Studies major will survive is by cannibalizing existing majors, then do not let them do that and the Educational Studies major will fail. He thinks that if faculty want to create and try to build something that might enable them to stay at WIU, Faculty Senate should let them try and not rely on curricular luck based on who built something first. He is sympathetic to those people who are concerned about possibly losing majors to another area because of the way the administration has behaved over the past five years, but he does not think Faculty Senate should tell its colleagues they cannot build something. Senator Filipink observed that the feasibility study emphasizes the cannibalization that Senator Bean talked about rather than significantly discussing the recruitment of students. He realizes that this may be because of the time the feasibility study was created, but if it has not been changed he is not convinced it is curricular luck and not a potential threat to other majors.

Senator Oursler agrees that the Senate should not disallow someone from building something because fear of losing students or that another area will be hurt by the new major. He believes the idea of being a university is that students can come here and have that experience; if a student leaves one major to go somewhere else that their heart takes them, they should be allowed to do so, and the University should provide those opportunities.

Senator Dimitrov asked if the students from Myanmar are expected to come to WIU, be admitted, pay tuition, take General Education courses, and get licensed to teach in the state of Illinois. Senator Stinnett clarified that they are unable to be licensed. Senator Dimitrov asked how many Myanmar students are expected. Senator Stinnett replied that last year there was a group of 20-24. She added that they are familiar with WIU and interested in a partnership.

Chairperson Pynes pointed out that there is four minutes left before 6:15 p.m., and the Senate still has to get to New Business.

School of Education Interim Chair Eric Sheffield clarified that the students from Myanmar come once in the spring and bring 25-30 students. He added that his department has worked with this group for years and has developed a relationship with them. Senator Dimitrov clarified that his question was whether they have the potential to become WIU students.

Senator Perabo asked if there should be a motion to table until the next Senate meeting. Chairperson Pynes pointed out that there is currently no other meeting scheduled for this semester. Senator Perabo said she does not think senators are ready to vote. Parliamentarian Brice pointed out that the motion to approve the package must be taken care of first. Chairperson Pynes said that someone could make a motion to extend the meeting while the

other motion is on the table because it is important that senators get to discuss the Library Dean Search today as well.

Motion: To extend the meeting to 6:30 p.m. (Lauer/Czechowski)

MOTION TO EXTEND THE MEETING APPROVED 15 YES – 5 NO – 1 AB

Senator Banash observed that the fundamental issue ultimately has to do with how senators feel about Education offering a program that is not devoted to licensure but will do something else and which may encroach on other programs, and he thinks this is a very hard point. He observed that people in the Humanities and some other disciplines have had a pretty hard year, and that is where students tend to go for a lot of the jobs described in the Educational Studies material, so this seems like a substantial issue. He is sympathetic, however, to what Chairperson Pynes said, which is basically that the University cannot operate with an ethic of fear, and he thinks making decisions based on the prejudices of one discipline or another is getting into dangerous ground. Senator Banash pointed out that the requests have been approved by CCPI, and deans and a lot of others have signed onto the proposal, so if Faculty Senate were to vote not to approve the proposal it would be in a very small minority throwing itself on the tracks.

Senator Czechowski thinks the reason behind the major has changed and the feasibility study is outdated. Dr. Daytner related that teacher education got hit hard with students leaving in large numbers, partly because many could not pass the Basic Skills Test. He recalled that conversation became a main focal point of the purpose for the degree – to allow students to stay in education from Day 1. He said the idea was that students could come to WIU and identify with a major that spoke to what they are looking for. He pointed out that a letter was received from a university in China that showed interest in such a program, even without the School of Education trying to solicit that interest. Dr. Daytner related that he had a student from Korea in one of his courses last spring, the first time an international student had taken one of his courses. When he asked her how she came to be in his course, the student told him she came to the U.S. to strengthen her English and was interested in education; she wanted to learn more about educational assessment so that she could go on to do graduate work in that field of study. When he asked how the student came to be at WIU, she told Dr. Daytner that she was looking into universities online and “fell in love with Rocky.” Senator Bellott asked why there is not a licensure-free option inside the major for students who want to go into education but not be licensed. Dr. Daytner responded that there is no single teacher education program that this option could be attached to; teacher education at the secondary level is housed in various departments. Senator Dimitrov remarked that it seems anecdotal that international students will come to WIU to potentially take these courses. He asked if this was incorporated into the feasibility study. Dr. Daytner responded that it was discussed in one area of the feasibility study.

Chairperson Pynes offered for the voting to be by secret ballot if senators are more comfortable voting in that way. Senator Filipink supported this suggestion.

MOTION TO APPROVE EDUCATIONAL STUDIES PACKAGE APPROVED BY SECRET BALLOT 15 YES – 5 NO – 1 AB

V. New Business

A. Library Dean Search Procedures

1. Approval of Search Process

According to the Administrator Selection Procedures, the Library Dean Search Committee shall include one senator elected by Faculty Senate. Additionally, “Three faculty from the library shall be elected by, or shall be selected by, procedures established by the Faculty

Senate.” Chairperson Pynes related that for the past two Library Dean searches, Faculty Senate has asked the Library Faculty Committee of the Whole to choose three faculty. The Executive Committee recommends that this procedure be used for the current search as well.

Motion: To approve the procedures used in the past for this search (Franken/Filipink)

MOTION APPROVED 20 YES – 0 NO – 0 AB

2. Election of Senator to Library Dean Search Committee

Motion: To nominate Sean Cordes (Cordes)

There were no further nominations, and Senator Cordes was declared elected.

B. Board of Trustees Meeting of December 13/14

Chairperson Pynes stated that, because there will probably be very significant action items on the BOT agenda, Faculty Senate will need to have a meeting to discuss them. He suspects there may be an action item regarding making an appointment for the position of WIU President. He will have the Senate Recording Secretary send out a doodle poll depending on when he receives the BOT agenda to determine a meeting date.

C. For the Good of the Body – None

Motion: To adjourn (Bellott)

The Faculty Senate adjourned at 6:25 p.m.

Susan Czechowski, Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary