

WESTERN ILLINOIS UNIVERSITY
FACULTY SENATE
Regular Meeting, 27 November 2018, 4:00 p.m.
Capitol Rooms - University Union

ACTION MINUTES

SENATORS PRESENT: M. Allison, B. Bellott, V. Boynton, S. Cordes, S. Czechowski, G. Delany-Barmann, R. Dimitrov, J. Franken, A. Hyde (via zoom), S. Macchi, M. Maskarinec, H. McIlvaine-Newsad, B. Perabo, J. Plos, C. Pynes, S. Rahman, M. Sajewski, F. Tasdan, K. Zbeeb (via teleconference)
Ex-officio: Kathy Neumann, Interim Provost; Ilon Lauer, Parliamentarian

SENATORS ABSENT: C. Tarrant

GUESTS: David Banash, Victoria Baramidze, Emily Boyer, Amy Carr, Jack Elfrink, Tara Feld, Rich Filipink, Christopher Ginn, Anita Hardeman, Keith Holtz, Buzz Hoon, Ruth Kelly, Peppi Kenny, Bill Knox, Jeff Laurent, Angela Lynn, Colton Markey, Sue Martinelli-Fernandez, Kyle Mayborn, Rose McConnell, Nathan Miczo, Deb Miretzky, Russ Morgan, Mark Mossman, Sandy Nelson, Lorette Oden, Boris Petrocovi, Lia Petrocovi, Luciano Picanço, Tim Roberts, Bill Thompson, Ron Williams

I. Consideration of Minutes

A. November 6, 2018

Correction: On p. 10, the minutes state that “Senator Allison asked what Faculty Senate can possibly do to respond to or talk with some of the BOT because she feels dehumanized when Trustees are laughing about getting out of the closed session so that they do not have to answer questions about firing people.” “Firing people” in this sentence should be changed to “layoffs.” (Allison)

MINUTES APPROVED AS CORRECTED

II. Announcements

A. Approvals from the Provost

1. Requests for New Courses

- a. ENGR 440, Additive Manufacturing, 3 s.h.
- b. POLS 324, Politics of Immigration, 3 s.h.

B. Provost's Report

Interim Provost Neumann welcomed everyone back from break and reminded them that there are now about 2½ weeks until graduation. She said there is nothing on the public calendar except for the Holiday Festival of Music on December 1 at 2:00 p.m. and 7:30 p.m. in the COFAC Recital Hall.

Senator Allison asked if the Academic Task Force has met and if Faculty Senate will receive regular reports from it. She also wonders where realignment stands now. Interim Provost Neumann replied that the administration has received lots of feedback regarding realignment, but they need to meet with one more college before they will be able to roll out an update of the plan. She said the administration does not want to release iterative plans and does not meet with the College of Education and Human Services until December 6. Senator Allison asked what the Academic Task Force will do in regards to realignment. Interim Provost Neumann responded the Task Force will work on putting the final touches on the updated plan and fleshing out the details. Senator Allison asked if the Academic Task Force is working from the previously announced plan

rather than starting from a clean slate. Chairperson Pynes responded that at the meeting the Executive Committee recently had with President Thomas and a large group of administrators, they were shown a draft version of the updated plan, but ExCo has not met with the group since then. He said ExCo will be asking when they are to meet again with the Academic Task Force since this is the chance for faculty to have input in an additional way from the college- and department-level feedback opportunities. Chairperson Pynes stated that ExCo will provide updates during Announcements or in the green ExCo minutes.

Senator Delany-Barmann asked what Interim Provost Neumann's special projects will be next semester after she steps down from her current position. Interim Provost Neumann responded there are a variety of special projects stacked up that someone needs to have desk time to get to the goal line. She stated that President Thomas will prioritize the special projects because there are more than can be tackled at once. She added that some will be budget related and others will basically involve logistics, as well as whatever else President Thomas decides he needs help on.

University Professionals of Illinois (UPI) President Bill Thompson asked if Interim Provost Neumann could explain the \$21 million projected deficit. He asked how much of that amount is coming from Academic Affairs and whether any of the reserves will be rebuilt as a result of the \$21 or \$26 million payback or give back. Interim Provost Neumann confirmed the amount is \$21 million. She stated that Academic Affairs represents 75 to 80 percent of the appropriated budget, so Academic Affairs will be responsible for 75 to 80 percent of the reduction, or approximately \$16 million. Interim Provost Neumann stated that Budget Director Letisha Trepac and Interim Vice President for Administrative Services Bill Polley were planning to attend today's meeting to discuss this further but were called to Springfield today. Dr. Thompson recalled that he has asked these questions repeatedly and thinks that faculty need to know more about the payback because the documents dated July 28 that were requested and released under the Freedom of Information Act discussed rebuilding the reserves with this money. He stated that if he is not reading those correctly, he would like for someone to tell him that WIU does not plan to rebuild its reserves by laying off employees. He thinks many people, in addition to him, are looking for this answer and hopes that someone can get back to him or Chairperson Pynes with this response.

Senator Bellott asked about the status of the institutional grant writer job ad. He is not sure why determining who the individual will report to is important enough to delay releasing the job ad. He suggested that the administration could simply ask the candidates who they reported to at their previous jobs and added that he thinks reporting to the President would be fitting. Interim Provost Neumann stated that the job ad is still pending posting. She added that there are a lot of job ads that are pending posting right now for a variety of reasons, and she will update Faculty Senate when the issues are resolved and the ad is approved. Senator Bellott asked what issues are causing the ad to be paused. Interim Provost Neumann responded that any position not already filled is being held until additional budget discussions are completed, and then the pause button will be released on a variety of issues. Senator Bellott had understood that the payroll for the individual in this position would be funded through the grants he or she brought in, so there should not be a payroll problem. Interim Provost Neumann confirmed this is the goal that will be worked towards, but that is not how the position will work initially. Senator Bellott remarked that the Executive Committee minutes referred to some disagreement about the scope of the grants the institutional grant writer would bring in. He is surprised there is disagreement about this because he thought that this individual was going to write grants for the institution at-large, not for faculty research. Interim Provost Neumann responded that this answer depends on who is asked. Senator Bellott thought the institutional grant writer would be someone who would bring in tuition money, scholarship funds, and housing contracts, for example. Chairperson Pynes stated that the original job ad prepared by Janna Deitz and Amy Mossman was shared with the administration, and it was the Faculty Senate's understanding that the position was supposed to be that of an *institutional* grant writer since there is already an Office of Sponsored Projects, and this position was supposed to be independent of that process. Senator Boynton had understood the individual was supposed to bring in more money than what the University would pay them in salary; Chairperson Pynes confirmed that is the eventual plan. Senator Allison recalled President Thomas saying this position was going forward regardless. She pointed out that faculty have experienced cuts and done

different things on behalf of the University, but this is something that faculty have asked for and would like to grow. She thought that Faculty Senate had assurances that this position was going forward. Interim Provost Neumann said she has no doubt that the job ad will move forward in the near future, but right now positions that were not far enough down the process or that could be paused have been. She added that once the University is through its current budget discussions, some will be advanced, and she thinks the institutional grant writer position will be advanced very quickly after that happens.

Senator Allison remarked she thought that Faculty Senate was going to have a budget discussion today. She asked when the appropriate time would be to ask for this discussion to occur. Chairperson Pynes recommended that Senator Allison wait until Announcements when more discussion can occur on this topic.

Senator Czechowski asked what Interim Provost Neumann's title will be next semester; Interim Provost Neumann responded that has not yet been determined. Senator Czechowski remarked that Faculty Senate does not know if Interim Provost Neumann will be faculty or administration next semester; Interim Provost Neumann responded that has not been finalized yet.

C. Student Government Association Report
(Colton Markey, SGA Director of Academic Affairs)

Mr. Markey reported that Sociology and Anthropology professor Robert Hironimus-Wendt attended the November 13 SGA meeting to discuss possible reactions to the visit of Westboro Baptist Church to campus to protest an Indiana football player. Since there were already different protests organized in response to this visit, and since the timing of the visit was just prior to Thanksgiving break when many students had already gone home, SGA decided not to coordinate a protest themselves but to allow individual SGA members to participate in other protests as desired.

D. Other Announcements

1. Chairperson Pynes stated that Faculty Senate packets included a response to a letter from a faculty member to Governor Rauner in support of releasing funding for WIU's Center for the Performing Arts. Governor Rauner's response stated that "In Western Illinois University's latest priority submission to the Illinois Board of Higher Education (IBHE), WIU prioritized deferred maintenance projects above new construction. All projects are under consideration as we review cash flow and statewide needs."
2. Chairperson Pynes reported that the Provost Search Committee voted to approve the job ad, which was given to the Director of Equal Opportunity and Access and to President Thomas. As soon as the President approves the ad, the EOA Director will post it, and 30 days after that date the search committee will be able to begin formally evaluating candidates.
3. Chairperson Pynes stated that, regarding the budget, he has FOIA'd several documents on behalf of Faculty Senate based on the closed session Board of Trustees (BOT) recording of July 28. Chairperson Pynes requested the Board tracking document referenced at that meeting, which states that the Budget Director provided an analysis to Trustee Todd Lester differentiating the costs of the Quad Cities and Macomb campuses, so Chairperson Pynes FOIA'd that document as well. This document should have arrived yesterday, but the campus was closed for weather. Both Chairperson Pynes and the UPI FOIA'd the budget estimate page, which many people have now seen. Chairperson Pynes has also received the list of 107 positions referenced at the meeting, which he had also FOIA'd. He has also FOIA'd the last three full budgets and copied the Chair of the Senate Budget Transparency Committee and the Executive Committee on those requests. Chairperson Pynes told senators the University has asked for an additional five days to provide those budget documents in either Excel or .csv format. He plans to establish a Google Drive for senators and put the FOIA'd documents in it.

Chairperson Pynes also sent the Budget Director an email asking for clarification about the budget. He thinks the \$21 million reduction for next year uses some strange accounting in that it seems to represent the addition of FY 19 and 20 together. Chairperson Pynes asked the Budget Director specifically, since there are some variables (state appropriations and the change in revenue from enrollment) that they kept the same, what the additional reduction represents since it appears to amount to \$5 million more than what was predicted in July. Chairperson Pynes asked if the reduction in enrollment was going to be larger than what had previously been projected or if there is some other use for the money, such as reserves, but he has not yet gotten an answer. He had a meeting scheduled with President Thomas this morning, but both the President and the budget representatives were called to Springfield.

Senator Allison asked if Chairperson Pynes could describe the 107 positions, specifically, whether there were names attached to them or whether they are unfilled. Chairperson Pynes responded that he asked for the positions and a number that would attach them to a particular budget, and he received a list with more names than he had requested. He related that the list is interesting in that there are at least four positions that are listed which do not exist in any budget as far back as 2015; the list also includes people that have already retired, although other retirees are not listed. The positions add up to \$6.8 million.

Chairperson Pynes sent a letter to the Board of Trustees asking that they release all the closed session recordings that they have not already deleted or destroyed by December 7. The letter was sent via email and hard copy to all Trustees, but he has not received a reply.

Senator Allison asked what is being announced on November 30 and December 7 and whether this involves additional layoffs. Chairperson Pynes had understood that the non-Academic Affairs reduction plans were to be submitted by the 30th and the Academic Affairs requests that do not involve faculty were to be submitted by the 7th. Senator Allison asked if these include layoff lists. Chairperson Pynes responded the administration is receiving recommendations from those that report to them but there will not be a formal announcement on those yet. Interim Provost Neumann added that the recommendations can include anything that could be considered a budget reduction. Senator Allison asked if the different areas have been told how much they are to reduce and if that is what they are responding to. Interim Provost Neumann confirmed that every vice president has been given an amount that they need to reduce, and it is up to each area to make decisions about how those reductions will happen.

Senator Allison observed that, in thinking about the layoffs that have already occurred, the University has had a decline in revenue and students as well as a decline in faculty due to retirements, previous layoffs, and people leaving. She wonders how many administrative positions the University has lost. Chairperson Pynes observed that the Fall 2014 WIU Fact Book lists 309 administrators while Table 45 (Faculty/Staff by Employee Category and Location) in the most recent Fact Book lists 256 administrators for Fall 2018. Senator Allison wonders if this is proportional to the losses of faculty and students. Chairperson Pynes responded that faculty full-time equivalency (FTE) as of the Fall 2014 Fact Book was 658, including chairs, while the most recent Fact Book which comes out next week lists 547 FTE faculty. Interim Provost Neumann stated that, according to these figures, the administration is down 17.1 percent and faculty are down 16.8 percent. Chairperson Pynes added that civil service decreases are significantly larger, dropping from 797 in Fall 2014 to 623 in Fall 2018. Senator Franken asked if chairs are considered to be administrators or faculty. Chairperson Pynes responded that Institutional Research and Planning includes a percentage of chairs in their faculty counts.

Interim Provost Neumann explained that the 107 positions were positions that were either notified, or were going to result in a layoff, or were positions that were vacant that

departments hoped to fill which were removed from that possibility. She added that if the position was filled by a retiree, then the decision has been made not to fill. She said the list also included positions that were being moved from appropriated dollars to soft money.

Senator Bellott asked if Interim Provost Neumann will report on her special projects only to the President or also to Faculty Senate. Interim Provost Neumann responded that she does not know; that question will have to be posed to the President.

Senator Perabo stated that the Budget Transparency Committee (BTC) set up a meeting for yesterday afternoon with Interim Vice President Polley and Budget Director Letisha Trepac. The Committee will also meet with Ms. Trepac on December 7 and hope to have some more things laid on the table then. Senator Perabo related that the BTC is in the process of developing their understanding of what is going on with the budget and will be aggressively pursuing a lot of those questions that senators have been asking, but probably more next semester than this semester.

Senator Allison asked about the message received today from the State Universities Retirement System (SURS) regarding furloughs. Interim Provost Neumann responded that the email went to all University employees. She explained that during the first two years that furloughs were taken, individuals were given the opportunity to buy that time back, and the email was a reminder that the clock is running out if individuals want to do this for retirement credit. Dr. Thompson stated that this is also the case for the previous faculty pay reduction of three percent; one form is available for individuals that took furloughs and another for people that had their pay reduced. He said that faculty who want to take advantage of this need to complete the form by December 19 if they want SURS consideration of the reduction. Interim Provost Neumann encouraged faculty to consider this offer from SURS if they are enrolled in the portable or traditional plan because it can affect future retirement earnings.

Senator Allison asked what the status is of furloughs since they were suspended. She wonders if they are being considered again in light of WIU's budget crisis. Interim Provost Neumann responded that all things are on the table for discussion. Senator Allison asked if furloughs are being discussed but not being taken; Interim Provost Neumann confirmed that furloughs are not being taken currently.

Senator Allison asked if Faculty Senate plans to try to have budget representatives answer some of the questions that have come up. Chairperson Pynes responded that he will try to get them to answer the questions and emails that they are probably tired of receiving from him. He reminded senators that the Budget Transparency Committee is also meeting on December 7 with budget representatives, and he will let them do the job that they were charged to do. Senator Perabo, who chairs the BTC, added that Faculty Senate is now represented on the Cost Savings Task Force, so she will be getting updates on what is going on and will provide information from those meetings. Chairperson Pynes stated that the Cost Savings Task force is a relatively young committee and is specifically about how much cost is being saved by realignment. Senator Dimitrov asked when the FOIA'd documents will be available to senators on Google Drive; Chairperson Pynes replied that he hopes to upload them soon after today's meeting.

III. Reports of Committees and Councils

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

1. Request from the Department of Mathematics and Philosophy

a. Request for New Course

- i. MATH 103, Technical Mathematics, 3 s.h.

Senator Boynton asked if this class is only for Construction Management majors. Mathematics and Philosophy professor Boris Petrocovič responded that it is restricted to Construction Management majors right now and was designed for them, but the department hopes in future to attract other majors to the class.

NEW COURSE APPROVED

- B. Council on General Education
(Keith Holz, Chair)

- 1. Request for Gen Ed Designation

- a. CHEM 114, Chemistry of Health, 3 s.h.

Senator Boynton remarked this looks like a great Gen Ed course, and she likes the way it references philosophy, anthropology, and cultural beliefs. She thinks it is a very well-rounded course. She asked if the course will address climate change. Chemistry Chair Rose McConnell responded that she is sure there will be some discussion on that topic depending on the particular faculty member teaching the course because some are more involved with that issue than others. She added that faculty have a certain amount of academic freedom to bring to the cultural aspects of the impact on human health in chemistry.

GENERAL EDUCATION DESIGNATION APPROVED

- C. Writing Instruction in the Disciplines (WID) Committee
(Nathan Miczo, Chair)

- 1. Request for WID Designation

- a. FL 490, Senior Capstone, 3 s.h.

WID DESIGNATION APPROVED

- IV. Old Business

- A. Revised Bylaws Amendment for Summer School Committee

- 1. Second Reading and Vote

Motion: To approve the revised bylaws (Bellott/Franken)

MOTION APPROVED 17 YES – 0 NO – 0 AB

- V. New Business

- A. Action Items/Consent Agenda Discussion for BOT Meeting of December 13/14

Chairperson Pynes explained that the Board of Trustees requires a consent agenda from constituent groups, but their agenda has not been distributed yet and probably will not be available until Monday, December 1, so there are no action items to consider at this point. He will send the BOT agenda to senators when it comes out, and if senators see something on it that requires an additional meeting of the Faculty Senate, Chairperson Pynes is willing to call one. He added that additional Senate meetings may be called by senators, the President, or the Senate Chair.

Chairperson Pynes suggested that Faculty Senate could also consider moving its regular final meeting to the Tuesday of the last week of school, which is often within the timeframe of when the BOT releases its agenda. He added that if this change were made there would not need to be an extra meeting called in order for the Senate to consider the BOT agenda. Chairperson Pynes told senators that he has asked for the BOT agenda ahead of time in the past but the BOT has declined.

Senator Bellott asked if there is a resolution on the table that was not talked about at the last Faculty Senate meeting. Chairperson Pynes responded that agenda item was tabled.

Senator Allison asked if New Business item A. can be discussed even though senators will not be voting on it. Chairperson Pynes replied there is nothing to discuss because senators do not have the agenda. Senator Allison said she would like to discuss the Faculty Senate's general response to the BOT. She stated that, although it may seem petulant, as an independent senator, she does not know why she would vote to consent to anything that this Board has done, and she wonders what the appropriate response is from the administration to the BOT. Senator Czechowski said she asked this question at the Executive Committee meeting. She also wonders why Faculty Senate would consent to anything the BOT is planning to do.

Senator Perabo is curious as to whether this discussion relates to New Business item B. She wonders if Faculty Senate consent is something that could be made conditional upon agreement to release the closed session recordings. She thinks the proposed resolution is an important one and wonders how senators might relate these two agenda items. Chairperson Pynes observed there is a general view that some senators would like to not consent to anything from the BOT, which is understandable; there is another view that senators should only not consent to things that Faculty Senate is philosophically opposed to consenting to, such as paying for a particular expenditure. Chairperson Pynes believes that part of the force of any objection is that it is a principled objection to a particular thing rather than a blanket objection. Senator Allison said that the Republicans during President Obama's term of office said they effectively would not consent to anything, and she is more in favor of that course of action. Chairperson Pynes pointed out that the BOT can do some things without the consent of the Faculty Senate, such as buying a new chiller, while other decisions really need the Senate's consent in order to avoid making things complicated with the Higher Learning Commission.

Senator Maskarinec asked what senators think the Board's response would be to a resolution that says Faculty Senate will not agree to anything they do. He does not know how the BOT would react, and said it scares him to consider Faculty Senate simply saying no to everything. Chairperson Pynes stated that his view is that if a body were to say no to everything, it could lose the opportunity to be at the table, so he is more sympathetic to objecting to those things that Faculty Senate finds objectionable but not to everything.

Senator Rahman recalled that several years ago the Faculty Senate asked the BOT if a faculty representative could be seated on the Board since there is a student representative; she recalled Faculty Senate provided the BOT with six reasons why they thought this was a good idea, and the BOT responded by providing six reasons why they absolutely would not agree to this. Senator Rahman said her experience with the BOT over many is that they are not really interested in anything Faculty Senate has to say, how they vote, or what they think. She observed that Chairperson Pynes stated at the Executive Committee meeting that faculty have suggested to him various responses to the release of the closed minutes recording, including a vote of no confidence in the current BOT or asking current trustees to resign, but he thinks the resolution requesting release of the verbatim recordings will be more effective. Senator Rahman thinks the Faculty Senate should not just be considering the response to a particular consent agenda but its response to a body that governs faculty but does not listen to them, and she asked why Chairperson Pynes thinks the resolution will be more effective than other suggested responses. She thinks senators want to respond to the BOT, whether they get a reaction from trustees or are ignored by them. Chairperson Pynes responded that if a department held a vote of no confidence on a chair, the results would go to the dean, and if the dean thinks that the chair is doing a fantastic job, the dean will keep the chair on. He pointed out that the person that a vote of no confidence on WIU's Board

of Trustees would go to, Governor Rauner, has not been reelected, so Chairperson Pynes thinks such a vote at this time would be ineffective. He has been told that Governor Rauner is appointing members to boards of trustees right now, but whether they will be confirmed is unknown. He stated that part of his issue with a vote of no confidence is about timing, as well as the question of how many times faculty want to take such an action. He thinks a resolution asking the BOT to do something is a more positive course of action rather than expressing no confidence in the Board.

Mr. Markey pointed out that the student trustee on the BOT is state appointed; every state institution is required to have a student appointee. Chairperson Pynes confirmed that the law mandates seven board members plus a student representative elected by the students for each public institution. He added that trustees cannot be state employees, and since all faculty are state employees they cannot be trustees. Chairperson Pynes told senators that the Faculty Senate Chair represents faculty and senators at Board of Trustees meetings, and he and past Senate Chairs have tried to be good representatives and stewards for the faculty. He does not think the law prohibiting state employees from serving on boards of trustees of state institutions will be changed.

Senator Boynton asked if emeritus faculty could serve on the BOT; Interim Provost Neumann responded that they can. She pointed out that retirees, such as former Trustee Bill Griffin, have served on the BOT in the past. Senator Boynton asked if there would be any value in recommending to the new governor that an emeritus faculty member with experience in the business of higher education be appointed to the Board. Chairperson Pynes thinks that would be a fantastic resolution; since it is a resolution that asks someone to do X, he would be a fan of it. CAGAS Chair Rich Filipink recalled that the original request from Faculty Senate was for a faculty member to be appointed as an ex-officio member of the Board of Trustees since the President is an ex-officio member.

Senator Allison stated that, in response to Senator Maskarinec's question, she would not expect anything to happen if Faculty Senate passed a vote of no confidence in the current Board, but that does not mean she should give up her voice to protest their actions. Senator Allison believes it is a form of protest to say that the Board of Trustees did a lot of things that she does not understand, that their actions have not been explained, and that trustees do not seem to care to explain their actions to the faculty. Senator Allison admitted that not consenting to anything proposed by the BOT may not be practical or get the results that Faculty Senate wants; she suspects the majority of senators would prefer to vote to do things rather than to pass a resolution to not do things. Senator Allison said that does not mean, however, that she should not raise the question about this possibility because one option to consider is just saying "no."

Senator Maskarinec told senators that the comments he hears on the fourth floor of Stipes Hall express concern about the negative publicity around the University, and much of that is coming from Faculty Senate. He agrees with Chairperson Pynes that it is much better to take action than to oppose any action or to hold a vote of no confidence, which would be more negative publicity going to the Governor at a time when the state is cutting funds for higher education. Senator Maskarinec believes that Faculty Senate needs to stop negative publicity and work to get out positive publicity. He understands that that the BOT has done something bad, and at a different time he would support a different action against them. He noted that discussions at Faculty Senate often stress the importance of recruiting, but recruiters have a more difficult time when all the news from WIU is negative. Senator Maskarinec believes that Faculty Senate needs to focus on the positive and on the University's great curriculum in order to help the University be successful because negative publicity coming out of this body is hurting WIU, and it has to stop.

Senator McIlvaine-Newsad observed that one of the most recent missed opportunities for positive publicity which was interpreted as negative publicity did not come from Faculty Senate but was a result of an administration decision. She thought the decision to charge students coming back to WIU early from Thanksgiving break in order to avoid the blizzard \$21.50 to spend the night in a dorm room was ridiculous and a missed opportunity to say that WIU takes care of our students by letting them come back to Macomb early. She understands that there was limited staff during the break, but half of her introductory class told her they spent the night in a ditch or were stranded on

the train until 2:00 a.m. She thinks the University needs to start thinking about these kinds of opportunities for good press.

Senator Maskarinec pointed out that he did not say that every piece of bad press comes from Faculty Senate. Chairperson Pynes observed that Faculty Senate is, in many respects, response dependent; if faculty bring issues to the Executive Committee, they have a responsibility to deal with those things. He thinks everything that the current Executive Committee and Faculty Senate have done has been extremely reasonable and done with an eye toward a concern for the message. Chairperson Pynes stated that Faculty Senate is acutely aware of the enrollment issue, which is why the Executive Committee has been trying to talk to anybody that would talk to them about ideas to fix the problem. He does not know which news from Faculty Senate has caused negative publicity, but he would be happy to read it. Senator Maskarinec referenced the resolution “to get rid of the Provost” and the whole semester spent discussing realignment. He believes that instead of being reactionary, the Faculty Senate needs to be more proactive and concentrate on how to make the University better. Chairperson Pynes stated that Faculty Senate responded to the reorganization because it was confusing, ill conceived, and did not take into consideration the processes of the University. Senator Rahman added it would have been appropriate for the faculty to have been consulted before the media was told about the realignment in July, and Faculty Senate’s response was to that action, a decision which was not generated by the Senate.

Senator Maskarinec asked what the faculty response is to the realignment. Parliamentarian Lauer responded that faculty were only allowed to have input into the realignment plans at a meeting three weeks ago when the Executive Committee was invited to meet with the administration, and the realignment task force has not met with ExCo since then, so this is not something about which faculty are stonewalling. He added that the Executive Committee has asking to meet with the task force all semester and have been told they can have input into the plan but still have not formally met with the task force. Chairperson Pynes added that ExCo and Faculty Senate met early in the semester with President Thomas who, at their request, set up meetings between the Interim Provost and every department, starting with those in the College of Arts and Sciences because that college was most affected. He pointed out that urging the President to establish these meetings in order to obtain faculty input is something that Faculty Senate did that was positive. He added that Interim Provost Neumann is in the process of compiling that feedback and working on a new version of the reorganization plan. Chairperson Pynes stressed that Faculty Senate is not in the business of making things worse but is in the business of trying to make things better; the Senate has not caused the University’s problems but is responsible for responding to them in a way that senators feel is most appropriate.

Senator Czechowski stated that when she travels across the state to do recruiting, she does not hear anything on the news about Faculty Senate resolutions, but she does hear from colleagues asking why WIU’s BOT is doing illegal things and having possible criminal charges leveled against them and asking why the University’s curriculum is being cut. She stressed that the University needs to attract more students to WIU and an administration that communicates better.

Senator Allison recalled that last year the President held a series of town hall meetings and gave out directives, but that seemed more like propaganda than a town hall. She appreciates that Faculty Senate is one place where open conversations can occur with colleagues across the University and everyone can find out what other people are thinking and talking about. Senator Allison said she asks a lot of questions because she does not understand how things are working and will ask until she understands. She apologized if this creates the perception of bad press but explained that she asks questions because she is a committed academic who wants the University to work. She stated that while she cannot solve WIU’s problems, she can be part of the solution by asking questions about why the administration is doing what it is doing. Senator Allison told senators she has repeatedly asked what the criteria was for the layoffs that were announced this past summer, but she has yet to receive a response, and this question was not answered at the town hall meeting. She stated that her colleagues, as well as the people who were laid off, have asked for that criteria to be shared, but they have not received a response, and she wants to know how decisions are being made.

Chairperson Pynes observed that most senators take the fact that they represent faculty very seriously; when faculty bring their concerns to Chairperson Pynes, he brings those concerns to the Faculty Senate, which is his responsibility as the Chair and as a senator. He said that sometimes he wishes he did not have to bring some of those concerns forward, but that is part of his responsibility, and senators cannot ignore the people they represent. He thinks part of what Senator Maskarinec might be irritated about stems from faculty in other parts of the campus than Stipes Hall asking senators to do things. Senator Maskarinec stated that he represents faculty in Stipes Hall, and they are irritated that there is so much negativity. Chairperson Pynes agreed that some faculty in Morgan Hall and the College of Arts and Sciences are also irritated by the negativity on campus because every time the University loses 100 students, it also loses faculty, and phone banks are not the fix.

Motion: To hold an additional Faculty Senate meeting on Tuesday, December 4 when the BOT agenda will be available (Bellott/Allison)

Senator Czechowski told senators that on the other side of campus the press that students are hearing is that departments are being cut, and students are asking her about other universities that they should consider transferring to because they hear their programs will be cut. Chairperson Pynes pointed out that Faculty Senate did not put out an APER list that included programs, such as Anthropology, which are not in danger of being cut.

MOTION APPROVED 16 YES – 1 NO – 1 ABSTENTION

Chairperson Pynes told senators that he will have the Recording Secretary send an agenda to senators on Monday. He promised that it would at least include New Business agenda item A. as well as any other business that comes up before that time.

B. Resolution Requesting Release of Verbatim Recordings from Board of Trustees Closed Session Meetings: July 2017 through September 27, 2018

WHEREAS: The Illinois Open Meetings Act states in 5 ILCS 120 Sec. 1., “In order that the people shall be informed, the General Assembly finds and declares that it is the intent of this Act to ensure that the actions of public bodies be taken openly and that their deliberations be conducted openly;” and

WHEREAS: The Illinois Attorney General’s office found that the Western Illinois University Board of Trustees broke the law by violating the Open Meetings Act during their June 28, 2018 closed door meeting discussing budgetary matters and layoffs; and

WHEREAS: The WIU BoT chairperson reviews plans to use a script for public discussion; and

WHEREAS: Senior Vice President for Strategic Planning and Initiatives Joe Rives stated, “For the (board) retreat, if you have a closed session in personnel, that’s an opportunity to continue discussions about programs and program discussions in closed session;” and

WHEREAS: The WIU BoT’s Statement of Mutual Expectations states that it is an expectation that all BoT members “Insure full compliance with the open meetings and public records laws” (3.d); and

WHEREAS: The WIU BoT’s violation of State Law and its own Statement of Mutual Expectations has severely and perhaps irreparably damaged public trust; and

WHEREAS: Restoring public trust in the WIU BoT can only begin with the release of all the verbatim closed session meeting recordings;

THEREFORE BE IT RESOLVED THAT: The WIU Faculty Senate requests that the Western Illinois University Board of Trustees release all currently held verbatim recordings of closed session meetings from the July 2017 Board Retreat until the most recent Board meeting of 27 September 2018 by no later than 7 December 2018.

Chairperson Pynes reiterated that he did not hear back from the BOT Chair or any trustee to his letter requesting release of the closed session minutes. Senator Perabo believes this resolution is something Faculty Senate should do. She realizes that technically there is a requirement to keep recordings for only a certain amount of time and wonders if there is a reason to believe the BOT has already destroyed these recordings. Chairperson Pynes responded that the BOT has voted to destroy some of their previous recordings, but he has looked through their records and they have not destroyed the ones referenced in the resolution. Senator Dimitrov asked if Faculty Senate can expect a response that says “Here are the recordings” or “The recordings have been destroyed.” Chairperson Pynes responded that the BOT cannot legally destroy these recordings because it has not been 18 months from the meeting dates, but he suspects the BOT will choose to keep them private until forced to open them by the Public Access Commission based on a violation. Senator Dimitrov asked what Chairperson Pynes expects the response to be; Chairperson Pynes responded that the resolution asks the BOT to respond by December 7.

Senator Perabo recalled that at the last Senate meeting she brought up the question of the BOT minutes. She asked if there is anything that would require them to be more specific because the July 28 minutes were so sparse that it seems there should at least be more detail, even if they cannot reflect the entire recording. Chairperson Pynes is unaware of any requirement for the BOT to post anything more than action minutes for their closed sessions or other meetings. He observed that the BOT is also three years behind (22 meetings) in releasing their recordings, so they can technically delete the recordings before they would have to release them.

Senator Rahman observed that although Chairperson Pynes represents faculty at the BOT meetings, he is not in the room for their closed sessions. Chairperson Pynes confirmed that everyone is asked to leave when the BOT goes into closed session. Senator Rahman believes that it changes the room when a faculty member is present; she thinks that things that the BOT said in their July closed session would not have been said if a faculty member was in the room. Chairperson Pynes told senators he would look up the original request for a faculty representative on the BOT and the BOT’s response to see if there is any possible rejoinder.

Motion: To approve the resolution (Bellott/Franken)

Senator Allison expressed her appreciation to the Executive Committee for writing the resolution.

MOTION APPROVED 17 YES – 1 NO – 0 ABSTENTIONS

C. For the Good of the Body

Senator Boynton asked if it would be appropriate for Faculty Senate to ask the Executive Committee to request that the new state governor appoint one or more faculty emeriti to WIU’s BOT as voting members. Chairperson Pynes responded that if there was a motion or a resolution regarding this, Faculty Senate could have a discussion on it. He added that this could be explored at the first spring Senate meeting. He thinks that UPI is putting together recommendations to the new governor, so senators could work through that channel as well, adding that Faculty Senate does not have to do the work for everybody. Senator Boynton agreed that multiple points of entry might be helpful. Chairperson Pynes stated that if a senator wants to draft something up for consideration ahead of the Senate meeting, that would be beneficial.

Senator Allison recalled that at the last meeting she asked if there was a way to build bridges with the Board of Trustees, but the conversation went another direction. She believes that the tone of conversations with the BOT and with Sherman Hall may need to change. She feels like faculty have been frustrated in their attempts to be positive in ways that are productive and wonders if

there are ways that Faculty Senate could think about building bridges and shifting tones, and how to go about that. Chairperson Pynes related that he tried to reach out to the Board, and one Board member expressed interest in meeting with him; he will try to meet with that one member who is interested in having more dialogue with faculty. Chairperson Pynes stated that the fact that the Board has shrunk and that there are other issues that have caused them not want to engage with faculty have it more difficult to reopen those channels, which is another reason why Faculty Senate may not want to say that it disagrees with everything related to the BOT. He pointed out that there will be three BOT members whose terms expire in December and only two members remaining, so there will be up to five new members appointed next year. He pointed out that all of the emails of BOT members are on their website if senators would like to reach out to them to ask about the possibility of opening up a dialogue. Senator Maskarinec stated that while senators do represent faculty who sometimes come to them with concerns, it is also possible for senators to reach out to those faculty, and it may be for the good of the body to ask how senators can best do this. He thinks senators should ask faculty what things they think could change the tone of conversations with the administration and the BOT and then bring those ideas to the full Senate.

Senator Tasdan asked if the University has a proposed appropriated budget for FY 20. He noted that the incoming governor has been promoted as supporting higher education, and there are hopes that the budget will be increased. Chairperson Pynes replied that WIU's administration should be lauded for lobbying for a 36 percent increase in the University's budget, after which he heard IBHE ex-officio member John Bambenek on the radio saying they do not have any money. One of the things Chairperson Pynes plans to do once the new governor is in place is to write a letter stating that WIU's Faculty Senate objects to Mr. Bambenek serving on the IBHE, even in an ex-officio capacity. He believes WIU's administration has done the right thing by asking the IBHE for a 36 percent increase, and he hopes the new governor will fulfill his promises to higher education. He noted that recent reductions requested by the WIU administration presuppose no increase in the state budget appropriation, and Chairperson Pynes wants to ask the WIU Budget Director what happens if there is a five million dollar increase from the state. He recognizes that there is a lot of uncertainty and variables that were constant last year which may not be appropriate at this time of change.

Senator Bellott was in Springfield two weeks ago watching a WIU student win an award and was seated beside Phil Conover, the current Interim President of Quincy University. He related that Dr. Conover took the job about a year ago when Quincy University had a \$2 million a month deficit, a total deficit of \$20 million, faculty accusing each other of being too negative, and administrators casting blame at each other for causing the problem. President Conover was given two plans: how to close the university and how to fix it, and was told that if he fixed the university's problems he would be chosen as the new president; he chose to try to fix it. Senator Bellott pointed out that this is an institution only 45 minutes from Macomb that is going through very similar problems, and he was surprised when President Conover asked how President Thomas is because he had not heard from him recently. Senator Bellott is surprised that apparently no one from WIU has reached out to Quincy University's president to see how they addressed their similar problems. He related that President Conover believed it was very important to add a faculty member to the committees of their board of trustees; President Conover said their board was very opposed to the idea at the beginning but were eventually convinced that faculty know things about their university that would make their discussions much better. Senator Bellott pointed out that faculty members were not appointed to Quincy University's board of trustees as voting or as ex-officio members but only to their committees, but these committees helped to mend some bridges and fix some of the university's problems. Senator Franken asked what some of the other ideas were that President Conover used to turn Quincy University around. Senator Bellott related that President Conover held "team building meetings" in the mornings twice a week where they would stand in a circle, announce their problems, and try to fix them instead of assigning blame; President Conover also worked to get positive press out about the university hired a marketing team rather than a single marketer, and focused on recruiting transfer students.

Senator Dimitrov asked if WIU's deferred maintenance deficit is projected at \$400 million; Chairperson Pynes confirmed this number is correct. He added that the deficit was formerly \$500

million before WIU tore down some of its buildings that it now no longer has to fix, which reduces the deferred maintenance. Senator Dimitrov remarked this would seem to support keeping WIU's real estate in shape while at the same time firing its faculty. Chairperson Pynes stated that the BOT has a list of deferred maintenance projects in priority order; deferred maintenance is listed above capital improvement projects, such as the Center for the Performing Arts or a new science building. Senator Dimitrov suspects that all of the discussions about deferred maintenance, the \$21 reduction in next year's budgets, and building reserves could be interpreted as bad publicity that would perhaps give the impression that the university is basically broken. Chairperson Pynes pointed out that most state universities are run as no-profit. Senator Dimitrov thinks this is the worst possible publicity; it justifies staff reduction procedures but sends a bad message to parents who are wondering if WIU is going to make it. He believes the University should consider putting a different kind of message out. Senator Perabo stated that it is interesting to think about how messages such as deferred maintenance are interpreted publicly because they can make it sound like WIU's buildings are falling apart completely; parents may have concerns that the roof is going to start caving in or that the University is not replacing its carpets often enough. She thinks it is important to think and talk about the deferred maintenance figure, how to present it, and how that number breaks down. She thinks people may be confused because Western wants a Center for the Performing Arts that would require the University to spend several times the amount of its deferred maintenance; additionally, deferred maintenance is not as appealing to students. Chairperson Pynes pointed out that it is also not as appealing to politicians as getting credit for funding a new building. Senator Bellott stated that he also attended the open budget meeting with Senator Dimitrov at which the \$400 million figure for deferred maintenance was explained. He related that at the meeting it was stated that deferred maintenance could be anywhere from \$350 to \$450 million, so \$400 million was selected as the estimate, determined by campus size, number of buildings, and years that they have not been repaired. Chairperson Pynes pointed out that deferred maintenance is a problem for all state institutions because there have not been any capital funds for a long time. Senator Boynton noted that the language "deferred maintenance" does seem to give the impression that the University is deferring repairing its buildings and everything is crumbling and falling down; it is linguistic but sounds worse than it really is. Chairperson Pynes stated that another term for deferred maintenance is capital improvement; Senator Boynton believes that gives a more positive spin.

Senator Czechowski does not want senators to overlook the amount of positive press that comes from the faculty in this room that work directly with students; she believes this positive press is more than the negative press that she has been hearing. She noted that Senator Bellott traveled to Springfield with a student to watch her receive an award, and Dr. Carr told her there is an art exhibit in Springfield that includes the work of eight WIU students; Senator Czechowski has made sure that WIU students have participated in that exhibition for the past five years. She stated that faculty put their hearts and souls into working closely with students but do not always talk about those accomplishments or all of the outreach they do in the community on behalf of WIU. Senator Czechowski travels to high schools to recruit for the Art Department every Friday, but she constantly hears on the radio that departments are being slashed and majors are on the APER list and finds it hard to combat this in conversations with these schools. She noted that Faculty Senate does not talk during Announcements about such things as the annual Art Sale coming up in December or the First Wednesdays every month. Senator Maskarinec believes that something needs to be done immediately and suggested forming a committee to look at what other people are doing to solve the same problems that others are facing. He thinks that Senator Czechowski has some great ideas and wishes that the University could take advantage of such things as faculty with marketing experience to help address some of its issues. Senator Czechowski stated that this was what faculty were trying to do in their efforts to slow down the realignment process; faculty have been trying to get people to talk about their ideas for improvement. Senator Maskarinec stated that he has not been hearing what faculty think would be great ideas for the University.

Senator Boynton stated that department chairs in the College of Arts and Sciences have been meeting weekly all semester to work on alternatives to the reorganization plan. She said they have not done this with a lot of fanfare, but it is not as if individuals are not trying; they are just doing it without tooting their horns. Chairperson Pynes remarked that it was a mistake by the

administration to make a public announcement about the realignment that sounded like a done deal. Senator Maskarinec asked if Faculty Senate could see a report from the Arts and Sciences chairs about their ideas. College of Arts and Sciences Dean Sue Martinelli-Fernandez replied that the chairs submitted their report to the Interim Provost a couple of weeks ago; it was shared with the President's Leadership Team as well.

Senator Allison recognizes that she is coming from a place where she lacks trust and is risk averse and recognizes that her department is at risk averse as well. She believes it is difficult for a department that loses one-third to one-fourth of its faculty, as English has, to find the energy to think about asking their colleagues what they should do to make things better. She said it is difficult for her colleagues to scrape themselves off the floor and move forward when they still do not fully understand what has happened, and she thinks other departments in Arts and Sciences probably feel similarly. Chairperson Pynes sympathized, pointing out that neither he nor Senator Perabo have a department or majors any more. He suggested that Senator Allison focus on her discipline and do something with it that she thinks would be good for the University, adding that only those that have lost their departments and majors understand the dispiriting nature of having their curriculum removed by the administration. He recommended that Senator Allison do something exciting that will reinvigorate her.

Senator Perabo pointed out that her and Chairperson Pynes's department was eliminated, along with the Departments of Women's Studies and African American Studies, in 2016, and her current Department of Liberal Arts and Sciences was told in June 2018 that three of their eight employees were to be laid off despite having tenure. Senator Perabo told senators she has been engaged in a required Liberal Arts and Sciences review which has involved researching liberal arts and sciences departments at various universities, which has actually been interesting and has provided some good models and ideas for her department going forward. She does not, however, know if there will be a Liberal Arts and Sciences program next year, even though part of the work being done in the College of Arts and Sciences is continuing to investigate, work on, and improve those programs that continue to be place. Senator Perabo related she is spending a huge amount of time trying to improve her program, which may not amount to anything if the program is eliminated. She added that three years ago she completed a self-study for the Department of Philosophy and Religious Studies which proposed combining the two majors in an interesting and creative way, which turned out to be a complete waste of time since both majors were eliminated.

Chairperson Pynes admitted he has enjoyed Philosophy's merger with the Department of Mathematics. He stated that the department brought the Association of Symbolic Logic conference to campus, which was fantastic, and he has enjoyed learning about and attending the Mathematics Colloquia. He observed that the department is different because there are many more people than were in the former Department of Philosophy and Religious Studies, but, after having his program eliminated and not having Philosophy majors to teach, he has focused on his colleagues and helping to run the Faculty Senate in a way that he thinks is helping everyone to move forward. He reiterated that Senator Allison should try to focus on reinvigorating herself in her discipline because WIU is not going to eliminate English.

Senator Maskarinec concurred with Chairperson Pynes's suggestions to Senator Allison and believes they would apply to everyone. He suggested that faculty who still have their majors try to reinvigorate them by reaching out to other majors to explore comprehensive majors or new minors that may be of interest to both areas. He would encourage faculty to fight to keep their curriculum and reinvigorate it as long as they have it. Chairperson Pynes believes that the main attack on higher education today is an attack on disciplines, not just an attack on higher ed in general.

Senator Dimitrov believes that the current period has to run its course, adding that a lot of faculty members have felt insecure for the past five years and it is difficult for them not to make certain statements about the situation because it will cause bad publicity. He would suggest to the Board of Trustees and to the WIU administration that they find ways to make faculty feel more secure. Senator Allison believes that, for many, the security would come from getting answers when questions are asked; if things are going to be bad, she wants to know that. She believes the closed

session recording was really damaging. She related that she invests in her class and her curriculum all the time, but it is hard to continue to do that when she feels like she has been gaslighted. Chairperson Pynes observed that some of the bad publicity happens when the University just tactically makes mistakes. He recalled that former BOT member Mike Houston said that having a big reserve will just get a university's budget cut, and Chairperson Pynes thinks that if WIU's reserve had not been large and used as a buffer for payments from the state that were delayed, then the University would not have been cut as bad as it was. His advice to the administration would be to run out of money. Senator Dimitrov recalled that building reserves began in 2009 during the hype of the financial crisis when it grew to \$20 million and has now fallen to \$3 million. He related that the faculty felt pain during the process of building the reserves and have now felt pain during the process of depleting the reserves; they have been through a lot of stress over these years, and he does not think they can think about publicity any more.

Chairperson Pynes reminded senators that they have elected to have a meeting next Tuesday, December 4. Senator Tasdan asked if the Budget Director will be able to attend that meeting; Chairperson Pynes replied that he will try to pull together an agenda and let senators know as soon as possible.

Motion: To adjourn (Maskarinec)

The Faculty Senate adjourned at 5:45 p.m.

Susan Czechowski, Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary