**WESTERN ILLINOIS UNIVERSITY**

**FACULTY SENATE**

**Regular Meeting, *18 February 2014*, 4:00 p.m.**

**Capitol Rooms - University Union**

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

**SENATORS PRESENT:** J. Baylor, S. Bennett, L. Brice, G. Cabedo-Timmons, M. Carncross, J. Choi, S. Cordes, A. Hyde, G. Jorgensen, I. Lauer, M. Maskarinec, B. McCrary, J. Myers, K. Myers, B. Polley, J. Rabchuk, S. Rock, S. Romano, M. Siddiqi, A. Silberer, R. Thurman, T. Westerhold

Ex-officio: Ken Hawkinson, Provost; Tej Kaul, Parliamentarian

**SENATORS ABSENT:** M. Singh

**GUESTS:** Dale Adkins, Andy Borst, Amy Burke, Tom Cody, Craig Conrad, Dennis DeVolder, Bradley Dilger, Rich Filipink, Jessica Harriger, Bob Intrieri, Christopher Kovacs, Angela Lynn, Bree McEwan, Jim McQuillan, Russ Morgan, Kathy Neumann, Nancy Parsons, Missy Phillips, Chris Ramsey, Diane Sandage, Matt Tanney, Jack Thomas, Bridget Welch, Ron Williams, Michelle Yager

1. Consideration of Minutes
   1. 4 February 2013

**MINUTES APPROVED AS DISTRIBUTED**

1. Announcements
   1. Provost’s Report – None
   2. Student Government Association (SGA) Report – None
   3. Other Announcements
      1. President Thomas

President Thomas stated that he always looks forward to his visits to Faculty Senate each semester. He related that his leadership team has made every effort to keep the University open during the recent bad weather. He has asked Facilities Management to try to keep the sidewalks and parking lots clean, which is difficult when it continues to snow. The President has asked Facilities Management to come up with some kind of plan to address this problem if the area continues to experience this kind of weather.

President Thomas informed senators that the state still owes WIU $29.6 million, as well as six million dollars of MAP funding. WIU has been able to maintain its reserve. The President reiterated his primary goal of being able to meet payroll and avoid layoffs and furloughs. He stated that monthly payroll comprises about $10 million of WIU’s budget. The Illinois House just called a special meeting for Thursday, February 27 to listen to the challenges that colleges and universities are facing in this difficult budgetary environment. President Thomas will attend along with members of his cabinet. He will speak before the Illinois Senate on March 6, and a date will be set for budget hearings before the House after the Governor’s budget hearing.

President Thomas will travel to Denver, Colorado, tomorrow for an alumni event, and he plans to attend recruitment activities in Chicago this coming weekend.

The President is pleased about the open budget meeting held on the Macomb campus and transmitted to the Quad Cities and believes it went well. He informed senators that the open budget meeting was a suggestion coming from the President’s Round Table so that the WIU community would have the opportunity to better understand the budgetary challenges the administration is facing.

President Thomas admitted he is disappointed that WIU did not receive the Performing Arts Center funding in January as he had been led to expect. He noted that President Goldfarb worked nine years for this project, and candidates for state governor have been pledging their support for it if elected, but the University needs for the funding to be released immediately. The President noted that WIU alumni are running for governor and for lieutenant governor in the next state election.

The University is also lobbying for its Science Center. The first phase will feature an addition to Currens Hall, and the second phase would see renovation to the existing building. President Thomas noted that the Grand Entryway is a beautiful entrance to the WIU campus from the north.

President Thomas related that WIU raised $63 million during its capital campaign, which had a goal of $60 million. He stated that some individuals only thought $30 million could be raised by an institution of Western’s size. President Thomas believes the University will need to continue to do more in the area of fundraising, particularly in the area of corporate fundraising.

President Thomas stated that the Ph.D. in Environmental Sciences has been approved and will begin to be offered in fall 2014. He said that while overall enrollment was down approximately two percent in spring 2014, the freshman retention rate climbed to 91 percent this semester from 82 percent last spring. The President believes the University will see an increase in graduation rates as this trend continues. He thanked the individuals who participated in the Building Connections mentorship program, those who worked to revamp the UNIV 100 FYE course, the developers of the Western Commitment scholarships and Associate Provost Parsons for her work with Graduate Studies recruitment. He reiterated that WIU must grow its way out of its budget problems, which includes continuing to work on graduation and retention rates.

President Thomas stated that Provost Hawkinson’s budget includes a request for one-time funding for enhancing existing technology in the classrooms and to establish more electronic classrooms. President Thomas reiterated that the University is trying to work on deferred maintenance items when possible, even if a little at a time.

Senator Rabchuk asked what other areas might apply to establish Ph.D. programs at WIU. President Thomas responded that the next program that will be considered is a Ph.D. in Law Enforcement and Justice Administration. Provost Hawkinson added that the College of Education and Human Services has established a working group to explore development of an online Ph.D. program in Instructional Technology. He expects soon to be invited to view a presentation that is being developed on this proposal.

Senator Rabchuk recalled that last fall it was mentioned that the rules regarding how many doctoral programs universities can have were recently changed; rather than number of programs, the new rules are related to total number of graduates of doctoral programs. He asked how professional or practical Ph.D. programs, such as has been discussed for Nursing, would be counted under these new rules. Provost Hawkinson responded that if WIU were to graduate more than 20 students from its combined Ph.D. programs in one year, the University would be bumped to a higher level of Carnegie classification. President Thomas admitted that he is concerned about this possibility because he does not feel that Western is ready for such a change based upon its current funding level. He added that if the University were to jump one Carnegie classification level, it would go to the bottom of the rankings, whereas currently the University holds a high position in rankings provided by *U.S. News and World Report* and *The Princeton Review*. President Thomas believes it is important for WIU to retain those high rankings, so he wants to get clarification on how graduates of professional Ph.D. programs are counted when determining Carnegie classification before moving forward with those types of programs. The President pointed out that LEJA is the largest degree program at WIU, and the School believes it can facilitate a new Ph.D.

Senator Jill Myers asked if the University is doing anything to address a recent article by [www.Businessinsider.com](http://www.Businessinsider.com) indicating that WIU ranks high in alcohol and drug arrests nationwide. She wonders if WIU is working with students and local law enforcement to make sure that the University does not rank so poorly in future. President Thomas asserted that the University does not rank as poorly as the article would seem to imply. He believes the ranking has more to do with the way that the University is reporting crimes and infractions; he has asked the Vice President for Administrative Services to bring in a consultant to investigate how WIU is reporting compared to what other institutions are doing. He noted that Western reports every infraction, even when students receive tickets, and some reporting may not be necessary. The President plans to invite individuals to the next President’s Round Table to further discuss this issue. He finds it hard to believe that inner-city institutions do not experience more alcohol and drug problems than WIU. He stressed that WIU is a safe institution which does not see as many incidents as have been reported in this article. The President is concerned about the reputation of the institution, and stressed that WIU has many programs in place to address issues of alcohol and other drugs.

* + 1. Western’s Inter-Hall Council, comprised of representatives from each of the residence hall complexes on campus, has developed a PowerPoint presentation encouraging faculty and others to use the terms “residence hall” or “res hall” instead of “dorm.” The presentation is available by contacting Kaitlyn Perry, Inter-Hall Council Issues Committee Chair, at [KN-Perry@wiu.edu](mailto:KN-Perry@wiu.edu).
    2. Senators and others who might be interested are invited to join Director of Facilities Management Scott Coker on a tour of the University Union construction project at 4:30 p.m. on Tuesday, February 25. Plan to meet outside of the Capitol Rooms.
    3. Elections are underway for senators from the Colleges of Business and Technology, Education and Human Services, and Fine Arts and Communication. Two senators are sought from the first two colleges, and three from Fine Arts and Communication. Petition forms are available on the Faculty Senate website under “Elections.” The deadline for petitions is Tuesday, February 18.

1. Reports of Committees and Councils
   1. Council on Curricular Programs and Instruction (CCPI)

(Bridget Welch, Chair)

* + 1. Curricular Requests from the Department of Management and Marketing
       1. Request for Change of Minor
          1. Supply Chain Management

**CHANGE OF MINOR APPROVED**

* + 1. Curricular Requests from the School of Computer Sciences
       1. Requests for New Courses
          1. NET 323, Switching and Routing II, 3 s.h.

Senator Rabchuk asked if NET 322, Wide Area Network Management, is being broken into two courses. Computer Sciences professor Jim McQuillan replied that the School has NET 321, 322, and will now have a NET 323 as well; what were formerly two courses will now be three.

**NEW COURSE APPROVED**

* + - * 1. NET 482, Wireless LANs, 3 s.h.

**NEW COURSE APPROVED**

* + - 1. Request for Change of Minor
         1. Network Technologies

**CHANGE OF MINOR APPROVED**

* + - 1. Requests for Changes of Majors
         1. Information Systems

Senator Rabchuk asked if the Department of Mathematics was informed that MATH 255, Discrete Mathematical Structures for Computer Science, is being removed from the Information Systems major. Dr. McQuillan responded that he mentioned to the Chair of the Department of Mathematics that Computer Sciences was considering removing MATH 255 but did not tell him that it was definitely being removed. He added that a relatively small percentage of students were taking the course, and it will still be included in the Computer Science and Network Technologies majors.

**CHANGE IN MAJOR APPROVED**

* + - * 1. Network Technologies

**CHANGE OF MAJOR APPROVED**

* 1. Council on General Education

(Diane Sandage, Chair)

* + 1. Request for Inclusion in General Education
       1. COMM 235, Communicating in Small Groups, 3 s.h.

**REQUEST FOR INCLUSION IN GEN ED APPROVED**

* 1. Council on Intercollegiate Athetics (CIA)

(Christopher Kovacs, Chair)

* + 1. Report on Student Athlete Absences

Chairperson Rock noted that a couple of sports did exceed the established guidelines. In response to a question raised at the Executive Committee meeting, CIA emailed supplemental material outlining the guidelines used by peer institutions, which was distributed to senators. Senator Polley asked if the missed class guidelines are similar for institutions throughout the Summit League and Missouri Valley Conferences. Dr. Kovacs responded that it is his understanding that WIU has the strictest guidelines of any of its sister institutions. He noted that the guidelines for some schools are very nebulous as long as the absence is approved by the student athlete’s professor.

Senator Polley asked if the sports that exceeded WIU’s established guidelines – men’s and women’s basketball and volleyball – would continue to exceed the guidelines for the foreseeable future since their schedules will remain similar in subsequent years. NCAA faculty representative Tom Cody explained that one of the reasons why men’s and women’s basketball saw increases in class days missed is because their conferences now operate with “mirror scheduling,” which has led to both teams playing on Thursdays and Saturdays. Next year Oral Roberts University will be added to the conference, which will add another trip for WIU athletes. Dr. Cody stated that if conferences continue “mirror scheduling,” student athletes will continue to miss Wednesday, Thursday, and Friday classes, which is beyond WIU’s control since it is voted on by the conference schools.

Senator Rabchuk asked if discussions occur within the conference regarding a uniform policy for classes missed. Dr. Cody replied that he met with Missouri Valley football conference representatives yesterday; this topic comes up in their regular meetings, but WIU has the most restrictive policy on number of days students can miss. He pointed out that WIU is the only institution with a policy that specifies certain days of the week; other institutions just provide an upper limit of days but do not tie that number with days of the week. Dr. Cody said this makes it difficult for coaches to adhere to the guidelines that WIU expects. He stated that the Summit League best practices guidelines and operating procedures require participating schools to have conversations about student absences, so that discussion is held regularly; there will be another meeting to discuss these issues in March. Dr. Cody pointed out that which particular days are missed depends upon the conference tournaments; for instance, track and softball athletes may need to miss finals week because of tournament conflicts if they qualify. He stressed that that every attempt is made to keep missed school days in mind when creating athletic schedules.

Senator Rabchuk asked if WIU’s restriction on MWF or TTh scheduling has any meaning if Western does not control the conference schedules. Dr. Cody explained that when athletic scheduling occurs, the University looks at conference schedules first and considers non-conference scheduling second, and WIU Athletics has made changes to schedules based on the missed class time restrictions. Coaches have been asked to leave some athletes at home rather than take them to competitions that would make them exceed their missed class days, or to change starting times for competitions or for the day that the team is scheduled to leave in order to work within the missed class guidelines. Dr. Cody pointed out that many aspects of team travel must go to bid, which adds a further restriction and which is beyond the control of the individual teams.

Senator Jill Myers remarked that even when the classes missed are high in number, student athletes do a phenomenal job of keeping her informed in advance of any absences and doing assignments ahead or making other arrangements with her. She stated that she has no problems with the athletic scheduling and think it’s a non-issue. Senator Myers added that she likes these student athletes representing Western.

Senator Polley expressed his agreement with Senator Myers, adding that student athletes in his classes are very good about providing him with the dates that they will need to miss. He stated that he also does not have a large problem with certain guidelines being exceeded. Senator Polley said that his concern is that if certain sports are going to exceed the policy on missed classes every year due to conference scheduling, perhaps some thought should be given to whether these guidelines are still necessary or whether something should be changed. He observed that if WIU is one of the only schools that restricts based upon specific class days, there must be a strong effort on the part of advisors to avoid having student athletes take MWF classes so that they don’t exceed the maximum number of class days. He asked how successful advisors are in directing students toward classes that will help them minimize the number of days missed for athletic events. Dr. Cody responded that the athletic advisors do an awesome job. He noted that football will practice in the mornings this year rather than in the late afternoons, so advisors are helping football players to choose afternoon classes. He asserted that teams make every effort to leave at the latest date and time possible so that as many student athletes as possible can make it to their classes, but many competitions require driving 1½ hours to get to an airport and then a two-hour flight before arriving at the venue. He informed senators that much baseball travel has been changed from plane trips to bus trips in order to accommodate the missed class restrictions.

**NO OBJECTIONS**

* 1. Council on Admission, Graduation, and Academic Standards (CAGAS)

(Jessica Harriger, Chair)

* + 1. Reconsideration of 20-Hour Limit on Grade Replacements

Chairperson Rock related that Faculty Senate asked CAGAS to reexamine their earlier vote to disallow removal of the 20-hour limit on grade replacements; CAGAS has reaffirmed their earlier vote and provided additional documentation. Background material on numbers utilizing grade replacements and endorsements for removing the limit from advisors and the Enrollment Management Team were also provided by Registrar Lynn.

**SENATOR POLLEY OBJECTED TO THE REPORT**

**Motion:** To return the report to the Senate agenda for further consideration (Polley/Rabchuk)

**MOTION APPROVED 19 YES – 2 NO – 0 AB**

Missy Phillips, Director of the Education and Human Services Advising Center, stated that, while she understands why the limit is in place and appreciates the position of CAGAS, teacher education advisors are concerned about the 20-hour limit because much of their curriculum is very directed, such as the directed General Education class, GEOG 110. She related that in one instance a student retook GEOG 110 three times, utilizing 9 s.h. of grade replacement but achieving a C- in the class each time; the teacher education program requires that a C be achieved in all classes. She stated that the program does not allow for students to choose a different course in the social sciences if they are having difficulties in this particular General Education course. She asserted that advisors do try to convince students to take a different route if they are struggling to obtain C or above grades in teacher education classes, but some students are insistent about staying in education.

Chairperson Rock asked if additional specific examples could be provided regarding students who are bumping against the 20-hour limit and how it is having a negative effect on them. Dr. Lynn responded that in all cases the students are juniors and seniors, 90 percent of whom have at least 2.0 GPAs, and many of whom have chosen to repeat Gen Ed classes early in their college careers; when these students begin taking their major courses, they may have some that they are struggling with and also want to repeat. She pointed out that basically the limit for grade replacement is 18 s.h. because in most cases the courses being replaced are 3 s.h. so an additional course would put students over the 20-hour limit. Dr. Lynn stated that if students replace Gen Ed courses and then find that they need to replace major courses in order to bring their GPAs up, it can become more difficult to raise their major GPA to the level it needs to be to continue in their programs. She pointed out that juniors and seniors have already invested a lot of time and money into a particular major and seem to be less likely to give up that dream. She said that one specific example of a student reaching the limit for grade replacement is an individual who took time off for military service and upon returning to WIU utilized the full 20 hours allowable for grade replacement and brought up her GPA a huge amount.

Parliamentarian Kaul asked what options are open to students who reach the 20-hour limit under the current policy, whether any student has appealed to CAGAS, and, if so, the result of that appeal. Dr. Lynn replied there has been some confusion about the options for students who reach the 20-hour limit. Dr. Lynn receives a list of students who are registered for a course that would take them over the 20-hour grade replacement limit. She first goes through the student’s transcript to see if she/he has already repeated the course for grade replacement or if the request is for a first-time repeat of a course. She stated that, depending upon the answer to that question, the course will be coded as a “retake,” where the student will not be able to get credit for it, or as an “average out.” She asserted there are only two individuals on campus who can look at these situations and explain what the results should be in these cases, taking into consideration all of the policy and other issues.

Dr. Lynn informed senators that one student has appealed to CAGAS about the 20-hour limit, but the decision was deferred because that student alluded to medical issues which, if details are supplied, might affect the Council’s decision whether to allow the student to exceed the limit. She stated that when the grade replacement policy was originally created, it was thought that it would be helpful for students who had difficulty transitioning to college life and did poorly in their first semester classes, but that is not how the policy is being used. She explained that instead the policy is being used to replace a couple of courses here and there, so they may be less likely for late or selective withdrawals or appeals than if the student had “bombed” an entire semester of classes.

Senator Rabchuk summarized that the reasons for removing the 20-hour limit seem to be that it is complex for the Registrar’s office to impose it and it is unique in comparison with other universities. He noted that there are some majors that may not want their students to take 50 hours of coursework for grade replacement, and he asked if departments could determine how many courses could be replaced for their individual majors, similar to how departments can set individual GPA requirements for their majors. Dr. Lynn replied this would be similar to taking what is already a complex policy and multiplying that by 40 [departments]. She explained that such an option would be very difficult to automate; students would have to get special permission to register for courses for grade replacement. Chairperson Rock added that the courses that students may wish to replace would not necessarily be within their majors but could be Gen Ed courses. Senator Polley stated that if a department wished to have a restriction on the number of times courses could be taken for grade replacement in their majors, that request would have to be approved by CAGAS because it would be a graduation requirement for those majors.

Senator Romano pointed out that removing the grade replacement limit could really impact students’ financial aid limits; she hopes that students wishing to replace courses are being made aware of this. Dr. Lynn replied that students cannot take more than 150 percent of the credit required for a degree in order to remain eligible for financial aid. She stated that for a 120 hour degree, financial aid would pay for 60 hours of grade replacement, and she does not think a situation would occur where a student would hit 60 hours. She added that advisors tell students to talk to their financial aid advisor about these issues.

Regarding why she proposed removing the 20-hour limit, Dr. Lynn corrected Senator Rabchuk by stating that, at this point, the mechanics of making the policy work have been figured out, so that is not an issue. Dr. Lynn related that she is now seeing individual scenarios and is being asked by advisors how they should advise students in terms of finishing their majors; advisors do not want to have to tell students they must switch to alternative majors because of one course. Dr. Lynn pointed out that, with the exception of the University of Illinois, none of the other state universities have an institutional limit on how many hours can be taken for grade replacement. She noted that the students who are nearing the 20-hour limit are mostly in education and business majors that are much proscribed and where there are GPA requirements for internships or to get into their programs that are higher than the standard 2.0 and in some cases as high as 2.75. Dr. Lynn stated that students in this situation, if they were at another state institution in the same boat, would be able to replace courses and finish out their degrees, but they would not be able to do so at WIU currently unless they were successful in their appeals to CAGAS.

Chris Ramsey, Director of the Business and Technology Advising Center, informed senators that Engineering students must achieve a C or better in all of their classes, and must complete 4 s.h. science requirements, so it does not take long for students to reach the 20-hour limit for grade replacements. She noted that there is a lot of competitiveness for the first job, and a lot of times employers are looking at GPAs, so students many times include their GPA on their resumes. She noted that WIU students are competing against graduates from schools with no limit on grade replacement, which gives WIU grads an unfair disadvantage. Ms. Ramsey related that the Business and Technology advising group discussed whether removal of the 20-hour limit would make the policy into something that only students who could afford to pay to take additional classes for grade replacement would be able to take advantage of, but advisors do not believe that access should be limited for those students who wish to utilize grade replacement. Ms. Ramsey concluded that allowing students to access grade replacement beyond 20 hours would be appreciated by her college.

Senator Siddiqi stated that enough discussion has been heard as well as several perspectives – the reconsideration and rationale from CAGAS, the perspective from the Registrar’s office, and input from advisors – and he would like to propose a motion so that Faculty Senate could come to closure on this issue.

**Motion:** To remove the current 20-hour limit from the Policy on Repeating Courses for Grade Replacement (Siddiqi/J. Myers)

Senator Brice asked if CAGAS considered all of the facets of the current discussion; Dr. Harriger replied that they did. Senator Brice stated that Faculty Senate consistently empowers CAGAS to consider issues such as this one as part of university governance, and they have done so repeatedly on numerous other issues. He observed that on the current issue CAGAS was even asked to reconsider their original decision because of a belief that it needed a little more attention, and they did so. Senator Brice stated that if every time CAGAS makes a policy decision they must look over their collective shoulders, the members may question the point of deliberating at all. Senator Brice believes that CAGAS did a good job of reviewing the policy and creating an appeal mechanism for the small number of students who reach the 20-hour limit so that CAGAS can carefully consider each case. He expressed his opposition to overturning the decision of CAGAS, which they have made twice, regarding the grade replacement limit.

Dr. Filipink recalled that a similar discussion occurred when the policy was initially established, and Senator Rabchuk made the suggestion then that the limit be set at 20 hours in order to accommodate 4 s.h. lab courses. He related that the discussion at that time involved discouraging students from reaching the 20-hour limit because it is pedagogically questionable to have students retake courses three or four times. He believes the purpose of the limit is to discourage students from continuing in those majors where they must continue to retake courses. He said that CAGAS at the time the policy was proposed also stated that students should not have to complete 140 to 180 hours of coursework to graduate from Western. Dr. Filipink point out that CAGAS, when he was chairing it as well as at the current time, came to the conclusion that it would be a mistake, regardless of what other institutions are doing across the state, to allow students to retake courses for grade replacement beyond 20 hours.

Senator Rabchuk pointed out it is within the purview of Faculty Senate to say that senators have heard a report from one of its councils or committees but does not agree with it. He noted that the Faculty Senate councils and committees report to the Senate, but the Senate has the power to say if they will accept the reports that are presented to them from these bodies. Senator Rabchuk added that he encouraged the 20-hour limit at the time the grade replacement policy was considered in order to allow for 4-hour lab classes, but he believes there was really no reason to establish a limit at all. He believes a limit on the number of times a course can be retaken should be sufficient to give students a fair chance of redoing their work, and he does not believe the number of maximum hours is a crucial or relevant issue. Senator Rabchuk stated that he would be open to the idea of reducing the maximum number of times a student can retake a single course to one rather than two, but that is a separate issue.

Senator Siddiqi thanked CAGAS for reconsidering the grade replacement policy limit on maximum hours and stated that he values their vote and their rationale. He stated that at the same time he also values the opinions of the Registrar and the advisors. He noted that both the Registrar and advisor representatives are present to encourage Faculty Senate to weigh in and make a decision one way or the other. Senator Siddiqi does not believe that if his motion passes it would represent in any way a statement to CAGAS that Faculty Senate does not care what they recommend on various issues and will decide whatever senators choose regardless of the opinion of CAGAS. He pointed out that Faculty Senate has the right to weigh the rationale, hear the justifications presented, hear its constituencies, and then make a decision.

Senator Jorgensen stated that he thinks the issue is one of social justice. He explained that when a student decides upon a major and is denied from pursuing it because the student cannot achieve a C in a Gen Ed class that has nothing to do with that major, it seems to be unbelievably unjust. He believes denying WIU students who want to become future engineers or teachers that opportunity that they could have at another state institution where there are no maximum grade replacement hours also seems unjust. He believes that appealing to CAGAS, or to any entity that an individual is not used to and does not understand, can be a daunting task in the mind of a student. He also believes that denying access to service men and women who wish to improve their GPAs through grade replacement is unconscionable.

Dr. DeVolder told senators he believes there is a great deal of confusion about retaking classes under the grade replacement policy. He pointed out that the University successfully operated for decades without a grade replacement policy in place. He pointed out that to state that students are not allowed to retake classes is not true; they are not allowed to retake classes *with the advantage of this policy* if they exceed 20 hours. He agrees that 18 hours is probably the effective limit unless a student has replaced laboratory courses. He pointed out that Faculty Senate determined that 20 hours was an appropriate amount to retake, targeting one semester and a couple of extra hours to accommodate lab courses. Dr. DeVolder believes that to have no limit to grade replacement would open the policy up to those students who are able and willing to continue to retake courses, and for some this will be “prolonging the agony.” He believes that having some sort of limit in place is part of the checks and balances of academic standards, which is part of what CAGAS is supposed to recommend. Dr. DeVolder concluded that faculty should own the curriculum and recommend academic standards, and he does not think that removing part of the system of checks and balances would be a responsible way of doing this.

Senator Polley asked if the University of Illinois has an institutional limit on the hours that can be taken for grade replacement or if the limits are by college. The Registrar responded that U of I does not have an institutional limit; the decision is left up to the colleges. She added that it is so large that most decisions like this are made at the college level. He asked if all other Illinois public institutions that offer grade replacement, except for Western, do not have a limit; Dr. Lynn confirmed that this is correct.

Senator Maskarinec stated that he is opposed to removing the limit on grade replacement hours but is sympathetic to students who receive a C- and have to repeat a course because a C is required to progress in a program. He believes, however, that this is a result of Western’s implementation of plus-minus grading. He noted that at the time plus-minus grading was being discussed, the statement was made that other graduate schools were downgrading the GPAs of WIU students because the University did not have plus-minus grading. Senator Maskarinec fears that Western will experience the same process when employers look at the transcripts of WIU graduates and see how many times they have retaken classes. He recalled that advisors pointed out that students taking four-hour classes use up their grade replacement hours quickly, but Senator Maskarinec pointed out that they are also getting the benefit of replacing four hours rather than three. He related that one of his favorite students about five years ago flunked out of the University, went into the military, and returned after four years as a different student who ended up earning bachelor’s and master’s degrees in Computer Science from WIU. Senator Maskarinec believes that sometimes students need to move on and then return to college to do better. He stated that allowing 20 hours of coursework to be replaced in a given major makes him nervous – he would not wish to drive across a bridge designed by an engineer who has flunked structural engineering three times, nor would he want to use software produced by a student who has flunked programming three times. Senator Maskarinec believes there has to be some limit to the amount of times grades can be replaced. Senator Jorgensen stated that the problem brought up by advisors involved a student who was unable to achieve a C- in a Gen Ed course that was not within the student’s major but which prevented the student from advancing.

**MOTION TO ELIMINATE 20-HOUR RULE FOR GRADE REPLACEMENT APPROVED 13 YES – 8 NO – 1 AB**

Chairperson Rock thanked CAGAS for their hard work.

1. Old Business
   1. Discussion of Equitable Departmental Student-Faculty Ratios

Chairperson Rock related that Provost Hawkinson was unable to attend the last Senate meeting, and a couple of issues have been brought up to which the Senate would like for the Provost to respond. Provost Hawkinson stated that many variables affect the issue of student-faculty ratios. These include SCH production; number of majors, minors, and second majors; number of faculty; whether the classes are applied; if the classes have labs; if the classes are mass lectures; and traditional enrollment levels for upper- and lower-division classes. Provost Hawkinson utilizes a lot of data when considering hiring new faculty or replacing those that leave. He also considers intangibles, such as this example: if the University does not have a violin professor, it can’t have an orchestra, even though the student-faculty ratio in that professor’s classes may be unproductive. Provost Hawkinson pointed out that this position would have to replaced, and the University gains an intangible (beauty and music) that cannot be counted in numbers and dollars. He stated there are many programs with special needs that must be taken into consideration when these types of decisions are made, even though some departments could be considered to be overstaffed and have a lot of capacity based on the data. Provost Hawkinson asserted that every department has capacity in its classes, although some departments are much more stressed than others in certain areas of their majors. He noted that there are some small departments that hold mass lectures with a large student to faculty ratio, but things seem to work well, and there are other departments with many faculty but very small classes.

Provost Hawkinson reiterated that there are no planned lay-offs; there would need to be financial exigency to lay off tenured faculty, and the University has no plans to declare financial exigency. The Provost has asked deans and chairs to work with faculty in departments that may have an overcapacity to see if their faculty can work in other areas or in interdisciplinary programs so that they can be utilized in more areas than just one. He has also informed some departments that faculty who retire or leave the University may not be replaced. He added that departments with a large number of majors, high SCH production, and high demand majors would see positions replaced when they become open. Provost Hawkinson stated that searches are ongoing for 12 tenure track positions and approximately six instructor positions, despite the fact that Academic Affairs had to cut $1.5 million this year after cuts of $3.8 million last year. The Provost recognizes there are some high demand areas where searches must occur, and he even, on occasion, must create new faculty positions in fast-growing areas.

Provost Hawkinson stated that he would be happy to sit down with any senator to go through data for his or her department and answer specific questions. Chairperson Rock asked to what extent the Provost moves funds between colleges for the purpose of adjusting staff and to what extent deans are able to do this. Provost Hawkinson responded that WIU utilizes a sophisticated process – the consolidated budget report process – that does not exist at any other state university. He said all faculty should be participating in the consolidated budget process at the departmental level, which is where the requests for new money for faculty positions or special initiatives begin. He explained that college deans are supposed to meet with faculty committees and the dean’s staff to prioritize college needs which will be presented in April. Once the deans submit their budget reports, the vice presidents prepare reports, and at a summer retreat the President decides what initiatives he can fund. Provost Hawkinson stated that in this way departments can get funding for special projects and faculty positions, and this is the way that resources can be shifted, especially in regard to new resources.

Provost Hawkinson stated that deans can shift money internally from areas of low to high demand, but deans are generally reluctant to take money away from any area. He informed senators that the budget crisis has required the Provost to ask everyone to submit a zero-based budget; budgets would start with zero dollars and work up instead of starting with a certain amount and spending that out. The Provost and his staff worked through 45 different expenditure codes to determine what is essential for departments to operate. They looked at expenditures over a two-year period and renegotiated with deans and each department about how much money they really need to carry on their missions. He explained that less money was cut in some areas than in others; for example, money may need to be set aside in the budget of a high-demand department with heavy equipment needs as compared to the budget of another department without the same needs. The Provost stated that he pulled departmental money that was not being used for essential needs and gave it to colleges for redistribution where the need is greatest. He asserted that deans actually have a larger pot of funds than they did before so that they can move money around more easily.

* 1. Summer Course Program: Budget and Allocation

Chairperson Rock observed that a representative of the Faculty Senate’s Summer School Committee, Amy Burke, was present in the audience. He stated that some faculty have wondered how the summer school budgets are divided between areas and why they are unable to offer courses for which they are certain they could get 20 to 25 students to enroll. Provost Hawkinson stated that although there is a perception that the summer school budget has gone down, it has actually increased. He stated that in summer 2009 the budget was $1,453,492, while the 2013 summer school budget was $1,729,265, an increase of approximately $380,000 over four years. Courses offered in the summer have increased from 416 in 2009 to 530 last summer, which the Provost pointed out means more opportunities for faculty to teach in the summer. He added that SCH production in 2009 was 17,928, and in 2013 it was 20,153. Provost Hawkinson stated that these changes are a result of a summer school initiative undertaken approximately four years ago.

The Provost explained that summer school money is allocated based upon the previous year’s SCH production, so it varies every year. He stated that the School of Computer Sciences used to offer one face-to-face beginning computer science course in the summer; when the course was put online, it filled immediately, so a second and third course was offered, until last summer there were seven beginning computer science courses offered online. Provost Hawkinson explained that funds are allocated to the deans who determine how the funds are allocated to their departments, but typically every department gets some amount based on their capacity to be able to fill classes. The Provost asks departments to offer summer courses that they think will attract approximately 15 students because 15 is the break-even point. The Provost then looks at what is working and which courses are reaching their maximums and decides when to offer additional funding for areas that are really growing and courses that are taking off.

Provost Hawkinson stated that he would be delighted if Western had a program where faculty could offer classes with as many students as they could attract and be paid by the head, as is done for the distance learning program. WIU’s faculty contract, however, includes a stipulation for summer rotation and requires that full pro-rata salaries be paid for summer teaching. He stated that Western is limited in terms of that type of entrepreneurial model. He added that this could be discussed with the faculty union when the contract is renegotiated if the UPI leadership wishes to do so.

Senator Rabchuk asked if different models are used for summer school at Western’s sister institutions or if they also require faculty rotation. Provost Hawkinson responded that all former Board of Governors universities – Northeastern, Chicago State, Governors’ State, Eastern, and WIU – come from the same stem contract, and all require faculty rotation and pro-rata salaries in summer. Provost Hawkinson serves on the regional board for summer session, and sees models that are across-the-board: faculty compensation based upon rank, set rates per class, a percentage of faculty salaries paid over the summer, and many per-head models. He stated that some institutions run their summer programs out of an extension college which determines summer schedules instead of them being determined by individual departments. Provost Hawkinson, however, believes that departments should determine their summer schedules, within parameters. He stated that non-union and private institutions typically provide more entrepreneurial models; union schools offer much more structured models, such as is utilized at Western where faculty are paid one month’s salary for each summer course that they teach.

Senator Maskarinec stated that it would be nice to have a model that utilized three levels of courses that could be offered in the summer: courses that historically attract 15 or more students should get offered, but another pot of money could be set aside to give to the deans as a commitment to developing other courses, while a third amount of money could be set aside for experimental courses. He noted that the faculty contract includes a provision that if a courses does not reach its target enrollment number, a faculty member can still teach the course at the per credit hour rate. He noted, however, that this rate is fairly low at $75 and has not increased for a long time. He asked Provost Hawkinson if there is any way this compensation rate could be increased; the Provost encouraged speaking with the UPI leadership about this topic. Senator Maskarinec asked if the Provost would be supportive of such a proposal if it came to him. Provost Hawkinson responded that he has told the union leadership that he would be delighted to talk about summer school with them at any time, and summer school models were discussed during the contract reopener this past fall. Senator Maskarinec stated that a previous institution at which he worked had two levels of summer school funding: courses that have historically “made” and for which faculty were paid the full amount and experimental courses for which faculty received a fraction of students’ summer tuition if the courses could fill. He added that while summer rotation is an issue, there could be cases where a course would fill a departmental need.

Senator Polley asked how much the summer session has grown in revenue and in terms of the contribution to the bottom line of the University over the past few years. Provost Hawkinson responded that summer session brings in approximately $4 million to the University. He asserted that summer school has been essential in helping WIU pay its bills over the summer months. The Provost pointed out that tuition income and money from the state does not come in until after the August 1 payroll must be met, and it would be difficult to meet this commitment without the income from summer school. Senator Polley asked if this income has been increasing over time, noting that, if so, the University should be trying to make every effort to do more. Provost Hawkinson responded that he is delighted with all of the progress the University has made to offer more summer courses. He noted that all of the combined payrolls in Academic Affairs for fall and spring semesters amount to about $82 million to $84 million of the $130 million necessary to keep the University running. The combined payroll last summer was $1.73 million; the other approximately $3 million that came in over the summer was devoted to running the University.

Chairperson Rock asked what percentage of summer courses are now offered online. Dr. Lynn replied that a majority of summer courses are offered online, and it is now difficult to get face-to-face courses on campus to “make.” [Following the meeting, Dr. Lynn reported that there are 130 face-to-face courses and 135 online courses scheduled for summer 2014. Of the 369 courses to be offered in Macomb, 271 are “arranged” (internships, independent study, practicum, research, thesis, individual study, special problems, etc.) and 98 are scheduled face-to-face. In the Quad Cities, 37 “arranged” summer courses are scheduled and 23 face-to-face. There are 15 extension courses scheduled for summer 2014, of which six are “arranged” and nine face-to-face.]

1. New Business
   1. Resolution in Support of Student, Faculty, and Staff Involvement in Careers in Aging Week

**Whereas,** Careers in Aging week will be held Sunday, April 6 through Saturday, April 12, 2014; and

**Whereas,** this is an opportunity for all Western Illinois University students, faculty, and staff to become more aware about the wide-ranging career opportunities in aging and aging research; therefore

**Be It Resolved,** that the Faculty Senate endorses the proposed Careers in Aging Week at Western Illinois University and that the faculty of Western Illinois University make every effort to facilitate student involvement in Careers in Aging Week by informing them that Careers in Aging Week will take place from Sunday, April 6 through Saturday, April 12, 2014.

Psychology professor Bob Intrieri, who proposed the resolution, informed senators that a series of activities will be planned at WIU from Monday, April 7 through Friday, April 11 to educate students and faculty about Careers in Aging Week. A panel discussion will feature individuals who work in various service sector jobs with the elderly, information tables will be set up in the various colleges, and other speakers and special programs will be featured.

**Motion:** To approve the resolution (Polley/Siddiqi)

**MOTION APPROVED 18 YES – 1 NO – 0 AB**

**Motion:** To adjourn (Brice)

The Faculty Senate adjourned at 5:29 p.m.

Jim Rabchuk, Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary