

WESTERN ILLINOIS UNIVERSITY FACULTY SENATE

Regular Meeting, 4 February 2020, 4:00 p.m.

Union Capitol Rooms/WIUQC Riverfront 205

ACTION MINUTES

SENATORS PRESENT: J. Albarracin, D. Banash, M. Bean, B. Bellott, J. Choi, G. Delany- Barmann, R. Filipink, J. Franken, D. Hunter, I. Lauer, T. Lough, M. Maskarinec, B. Perabo, C. Pynes, J. Robinett, R. Sawhney, M. Stinnett, F. Tasdan, E. Taylor, K. Zbeeb (via teleconference)

Ex-officio: Billy Clow, Interim Provost; Heather McIlvaine-Newsad, Parliamentarian

SENATORS ABSENT: S. Cordes, S. Czechowski, D. Oursler

GUESTS: Andy Baker, Steve Bennett, Mark Bernards, Tom Blackford, Ginny Boynton, Amy Carr, Spencer Foust, Steve Gray, Shelby Henning, Buzz Hoon, Angela Lynn, Sue Martinelli-Fernandez, Kristi Mindrup (via teleconference), Mark Mossman, Jill Myers, Lorette Oden, Danielle Surprenant, Bill Thompson, Araceli Villagomez

I. Consideration of Minutes

A. November 19, 2019

B. December 9, 2019

MINUTES APPROVED AS DISTRIBUTED

Chairperson Pynes announced two corrections to recent Executive Committee minutes. In the January 14 ExCo minutes on page 1, Interim Provost Clow is quoted as saying that the School of Law Enforcement and Justice Administration (LEJA) pulled its courses out of the Interdisciplinary Studies major when it created a Fire Science major. The LEJA courses were actually pulled out of the Bachelor of General Studies, not Interdisciplinary Studies.

In the January 28, ExCo minutes, the date of the Senate meeting was incorrectly listed as February 2 in items 2, 3, and 4.

II. Announcements

A. Approvals from the President and Provost

1. Approvals from the President

a. Elimination of Pre-Conditional Nursing

2. Approvals from the Provost

a. Requests for New Courses

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

ii. EDS 100, Introduction to Educational Studies, 3 s.h.

iii. EDS 201, Educational Psychology – Human Growth and Development, 3 s.h.

iv. EDS 204, Diversity Issues in Educational Studies, 3 s.h.

v. EDS 310, Learning, Cognition, and Motivation in Educational Settings, 3 s.h.

vi. EDS 311, Assessment and Evaluation in Educational Settings, 3 s.h.

vii. EDS 490, Educational Studies Internship, 9-12 s.h.

viii. PHYS 300, Concepts of Modern Physics, 3 s.h.

b. Request for New Minor

- i. Educational Studies
- c. Request for Change of Minor
 - i. Physics
- d. Request for New Major
 - i. Educational Studies
- e. Request for Change of Major
 - i. Psychology

B. Provost's Report

Interim Provost Clow reported that the deans' searches are moving along pretty well with good responses despite some bad publicity for WIU in the last few years. He told senators that one of the dean searches is in the process of phone interviews and another will be bringing candidates to campus soon. Interim Provost Clow told senators that a new search for an Associate Vice President for Enrollment Management is moving forward. He stated that this position reports directly to the President, so Interim President Abraham can talk about that more when he meets with Faculty Senate.

Interim Provost Clow announced that he has asked Faculty Senate to put together an ad hoc committee to recommend ways to change and improve the Provost's Travel Awards process.

C. Student Government Association Report
(Araceli Villagomez, SGA representative to Faculty Senate)

Ms. Villagomez announced that changes are being made to PurplePost, the method used for communication by University organizations. Workshops are being held by the graduate students who oversee PurplePost in order to discuss the changes. The contact person for PurplePost is Cecelia Langill, who can be reached at cm-langill@wiu.edu.

SGA plans to make an amendment to its constitution at the request of Unity. Ms. Gomez related that the designation of the "Unity" senator would be changed to "the LGBT*QA Resource Center" within the SGA constitution and future minutes, agendas, and other documentation. Unity is officially under the office of the LGBT*QA Resource Center, which is housed in the Multicultural Center.

Ms. Villagomez announced that February is Black History Month, and the SGA has many events planned throughout this month.

D. Other Announcements

1. IBHE Faculty Advisory Council Notes for Meetings from October through December 2019
(Amy Carr, WIU Representative to the IBHE FAC)

Dr. Carr's notes from Fall 2019 IBHE FAC meetings were included in Senate packets and are posted on the Senate website under Committees and Councils.
(http://www.wiu.edu/faculty_senate/committees/wiu_councils_committees/bohe-fac.php)

2. Corrected Reapportionment Results

Chairperson Pynes informed senators that the Fall 2019 reapportionment results were corrected after it was discovered that there was an error in coding by Administrative

Information Management Systems (AIMS). An additional code for a budget department for Quad Cities faculty, primarily in the College of Business and Technology, resulted in ten individuals being left off of the reapportionment list. Those faculty were added back in and the Fall 2019 document was recalculated, which will result in 24 senators next year, including the return of the senator for the Business and Technology which was to have been eliminated with the previous count. Notices for Faculty Senate elections will be sent out as soon as the Presidential Search Committee elections are completed.

3. Chairperson Pynes welcomed new Senator Julia Albarracin, Political Science, who will replace Senator Dimitrov while he is on sabbatical this semester.
4. Nominations for the Presidential Search Committee were submitted and ballots mailed out this week for contested seats. In order for votes to be counted, ballots must be cast by noon on February 10. Chairperson Pynes reported that one faculty member informed him that her ballot went to her spam folder. Two reminder emails will be sent out to faculty who have not yet voted in the contested elections; Chairperson Pynes recommended that if faculty do not receive these reminders they should check their spam folders.

Uncontested elections resulted in Jim LaPrad, School of Education, being elected to represent the College of Education and Human Services, while Jeff Hancks was elected to represent faculty in University Libraries. Candidates for contested elections are:

WIU Quad Cities

- Susan Brooks, Mathematics and Philosophy
- Blair McDonald, Engineering

College of Arts and Sciences

- Julia Albarracin, Political Science
- Brian Bellott, Chemistry

College of Business and Technology

- Dave Hunter, Engineering Technology
- Gordon Rands, Management and Marketing

College of Fine Arts and Communication

- Amy Burke, Speech Pathology and Audiology
- Steven House, Theatre and Dance
- Brian Locke, Music

5. Former Faculty Senator and History Professor Lee Brice has been named the Distinguished Faculty Lecturer for 2020. Dr. Brice will present “The Colts of Corinth Revisited: A Numismatic Study” at 7:00 p.m. on Wednesday, March 25 in the College of Fine Arts and Communication Recital Hall.

III. Reports of Committees and Councils

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

1. Revision to Academic Integrity Policy

Dr. Bernards related that Senator Lauer had earlier asked why there was a huge decrease in academic incident reports for 2019. In response, CAGAS looked over the policy and felt there were some inconsistencies in the writing and descriptions. Dr. Bernards said the Council also wanted the policy to be changed so that everything individuals need to know would be available on the first page. Revisions were completed over a series of meetings within CAGAS and shared with the Graduate Council. Dr. Bernards added that the form that instructors complete was also updated. Chairperson Pynes asked if the revisions were approved by the Graduate Council as well; Dr. Bernards replied that they were approved unanimously by both councils.

Senator Perabo observed that on page 2 of the policy it states that “If the student engages in a pattern of academic dishonesty across multiple courses, appropriate administrative sanctions may be imposed.” Senator Perabo asked if this means that if a student does something that is super egregious, such as turn in exactly the same paper as someone else, that the student would only get a grade penalty and no additional administrative sanctions for just the violation of a single course; Dr. Bernards responded this is correct, although he thinks it is more of a clarification than a change to the policy. He added that a student is referred to the Student Conduct Office if the offense occurs in more than one class. Senator Perabo related that she once had a student try to buy a term paper. She asked if the policy is meant to indicate that there is no student judicial review even for that sort of violation and that the student cannot be expelled or sanctioned in any way other than getting an F for the class. Dr. Bernards confirmed that is his understanding. He added that CAGAS’s purview is only the Academic Integrity Policy, which addresses issues affecting one specific course. Dr. Bernards explained that part of the reason CAGAS wanted to emphasize this early in the policy is so that people will feel the need to report every incident because if a student is cheating in one class, there is a good chance that the student is cheating in others. He stated that the Registrar’s Office would pick up on multiple reports for the same student and refer the incidents to the Student Conduct Office.

Registrar Angela Lynn informed senators that an additional action that is available is direct referral to the Student Conduct Office. She explained the Registrar’s Office sends a copy of every report to the Student Conduct Office because in some cases students may have other issues from a judicial standpoint of which the Registrar’s Office and others are unaware, and the student may have only one more violation before being expelled; a single incident in one class may be the final violation for which a student is expelled when added to previous judicial issues. She added that the Student Conduct Office automatically calls students in for a hearing if they have two academic integrity reports in one academic year. Senator Filipink added that this is discussed in Section III.C., Assignment of Penalty, in the Academic Integrity Policy.

NO OBJECTIONS

Chairperson Pynes asked if the academic integrity incident form will be fillable online as a .pdf. Registrar Lynn replied that it will be.

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

1. Curricular Requests from the School of Agriculture

a. Request for New Course

i. HORT 357, Cannabis Biology and Production, 3 s.h.

Chairperson Pynes asked if there are any concerns for WIU to engage in this given the difference between state legislation legalizing cannabis and the fact that cannabis is still federally illegal. Agriculture professor Shelby Henning admitted there are some concerns but pointed out that the class will only work with hemp, which is federally legal as well as state legal. Chairperson Pynes asked why, then, the course refers to cannabis rather than to hemp. Dr. Henning replied the two are the same plant, and the same training can be applied to both. He added that the knowledge gained in the cultivation of hemp can be applied to the cultivation of cannabis.

Chairperson Pynes clarified that he has no objection to the course and was just curious. Interim Provost Clow stated that there was a lot of time spent with consultants about this course in order to make sure that the University is not stopping over any lines, but University officials were assured that

they are in compliance. He told senators there is a policy that allows universities to work with substances for the purposes of research, and pointed out that WIU is not in the marketing or recreational drug business of any kind. Interim Provost Clow stated that WIU has not been issued a special exemption; the university is allowed under this policy to study and work with hemp on a research basis.

Senator Perabo asked if there needs to be a letter of support from Biological Sciences but was informed that this letter is attached to the request for new minor.

NEW COURSE APPROVED

b. Request for New Minor

i. Cannabis Production

Senator Filipink remarked that HORT 357 indicated that it would be cross-listed with Botany but is listed alone in the request for new minor. CCPI Chair Steve Bennett related that CCPI was told by Linda Prosis in the Provost's Office that the cross-listing could be added as a minor change after the new minor is approved. He added that the cross-listing request will be considered by CCPI this Thursday, February 6.

Chairperson Pynes asked how many students the School of Agriculture hopes to attract to this new minor. Dr. Henning responded it is hard to assign a number but related that he can hardly walk anywhere on campus without students asking him when the minor will go through. He fears the Horticulture minor may eventually lapse into the Cannabis Production minor, but he hopes there is enough interest to go around for both. Dr. Henning related that the proposed minor has generated a lot of excitement; now that the legal issues have been addressed in Illinois, it is a growing business, and Dr. Henning thinks the School will see a lot of growth. He hopes the new minor attracts students from other states as well as home grown students.

Senator Delany-Barmann observed that it appears a lot of the directed electives are existing courses. She asked how the School anticipates accommodating the new minor in existing courses since the content might shift due to adding information about hemp. Dr. Henning replied that the School still has a long way to go; this is a broad discipline with much to be learned about field production and refinement and how this will play out in Illinois. He anticipates the School will have a lot of figuring out to do once the minor gets underway. Interim Provost Clow remarked that as much as the administration would like for this new minor to solve all the University's woes, there will not be 150 students enrolling in it by the end of Fall 2020. He thinks if the new minor attracts 20-30 students, that would be an exciting number; things can be reevaluated as it is seen how things go, but for now it is wait and see. Interim Provost Clow added that WIU will be one of the first universities in Illinois to offer this kind of program, which is different than others because it is horticulture-based.

NEW MINOR APPROVED

C. Council for Intercollegiate Athletics (CIA)
(Stephen Gray, Chair)

1. Report on Student-Athlete Absences

The Senate Council for Intercollegiate Athletics, with the help of Athletics Director Danielle Suprenant, provides an annual report on student-athlete absences for the current academic year. Chairperson Pynes reminded senators that in the past Faculty Senate had asked for student-athlete GPAs to also be reported for the different sports, and these have been included for the Fall 2019 semester this year within the chart on the first page of the report as well as in the narrative for each sport that exceeded CIA guidelines. Senator Filipink asked if, going forward, it would be possible to show the spring semester GPAs for the previous year as well. Chairperson Pynes agreed that ExCo will begin to ask for the prior spring GPAs for next year's report.

NO OBJECTIONS TO THE REPORT

D. Senate Nominating Committee (SNC)
(Jeremy Robinett, Chair)

1. Faculty Nominations

SENATE COUNCILS AND COMMITTEES

Council on Admission, Graduation, and Academic Standards (CAGAS)

Laila McCloud, CSP	replacing	Emily Shupe	Spring 2020 only	E&HS
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Council on Writing Instruction in the Disciplines (WID)

Glenn Daugherty, LEJA	replacing	Earlynn Lauer	2021	E&HS
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UNIVERSITY COUNCILS AND COMMITTEES:

University Technology Advisory Group (UTAG)

Lysa Fox, Theatre/Dance	replacing	Jeff Brown	2021	FA&C
James Land, Music	replacing	Jenny Knavel	Spring 2020 only	FA&C

There were no further nominations, and the slate of candidates was declared elected.

IV. Old Business – None

V. New Business

A. Election of One Senator to the Committee on Provost and Presidential Performance (CPPP)

Chairperson Pynes introduced the current members of the Committee: Senators Stinnett, Taylor, Tasdan, as well as Senator Czechowski, who could not attend today's meeting. Senator Tasdan serves as chair.

Senator Tasdan stated that only the provost evaluation will be done this year. The Committee held its first meeting last week and decided to use the same survey that was used last year with no changes.

Senator Tasdan related that CPPP tried to compare the Faculty Senate survey with surveys from other institutions. They found that some other institutions do not publicly post their surveys; some use self-evaluations; some conduct evaluations every other year, or even rarely, rather than yearly; some evaluate additional administrators, such as deans; and some let the entire campus respond to the survey rather than just faculty. Chairperson Pynes related that he also tried to do this when he chaired the Committee in the past. Senator Tasdan thinks that Faculty Senate is doing the right thing with its evaluation process; all faculty are allowed to participate to get the correct information about the performance of the president and provost campus wide. He agrees with the importance of comparing the Senate's survey with those of different schools, although he remarked that they are often difficult to find online. He suspects WIU is one of the few schools that posts its evaluation

results online. Chairperson Pynes related that two or three times a year he is contacted by someone at a different institution asking about the Senate's evaluation survey; they think it is amazing and always express their thanks for Faculty Senate posting the survey summary on its website because some institutions are struggling to be able to do that.

Senator Choi volunteered to serve. There were no further nominations, and he was declared elected.

B. For the Good of the Body

Motion: To add the Resolution to Add Ex-Officio Faculty Representative to Board of Trustees under New Business (Bellott/Filipink)

Senator Bellott distributed the resolution to senators. Chairperson Pynes related that Senator Bellott had previously submitted the resolution to the Senate Executive Committee who voted not to put it on the Senate agenda, noting that senators can read in the ExCo minutes why that decision was made. According to the Senate Bylaws, "An item may be added to the agenda while the Senate is in session by a majority vote of those Senators present and voting." (Article IV, Section 3) There were 20 senators present.

Senator Bellott told senators there is a fair amount of history regarding the document, which was approved by Faculty Senate in 2011, so he would be fine with tabling consideration until the next meeting. Senator Lauer asked if Senator Bellott would treat a motion to table as a friendly amendment; Senator Bellott replied that he would.

Senator Albarracin asked if Chairperson Pynes could summarize the rationale for not including the resolution on the Senate agenda. Chairperson Pynes responded that the information on the resolution is incoherent because an ex-officio position on a board is based on an office, but the resolution wants the ex-officio position to be elected, and ex-officio positions do not work like that. He informed senators that the last time the Senate passed this resolution the vote was 16-4-0, and Chairperson Pynes was one of the four who voted against it because the resolution was also incoherent then and because state employees cannot serve on boards of trustees. Chairperson Pynes thinks passing this resolution is a priority of the University Professionals of Illinois (UPI) employee union, and Faculty Senate has spent a lot of time separating itself from UPI. He acknowledged that the Senate and UPI many times have similar goals, but Chairperson Pynes has worked very hard to make sure the Senate's work is Senate work and the Union's work is union work. Chairperson Pynes also does not think the current Board of Trustees will allow this resolution; they did not allow it to come up for consideration last time. He thinks that because the Board is not currently confirmed, they will not want to be the first board of trustees in the state to do something radical like putting a faculty member on their board. Chairperson Pynes does not think this resolution will achieve what senators might want it to achieve. He noted that the President, who serves ex-officio on the BOT because of his office (President of the University), is kicked out of Board of Trustees closed sessions when they talk about certain issues that they do not want him to hear. Chairperson Pynes suspects the same would be true for a faculty Board member, but that is exactly the time that the Union wants a faculty representative to be in the room. He opposes the resolution because it is incoherent; it is ineffective because he does not think the Board wants to do this; and it is not within Faculty Senate's purview. He added that there is nothing about the resolution that makes sense.

Senator Perabo said she does not know what distinction Chairperson Pynes is trying to draw between the Union's purview and Faculty Senate's purview, and she is not sure why he sees this resolution is clearly within the purview of the Union. Chairperson Pynes responded there has been a Union desire to get a faculty member on the Board of Trustees, not a Faculty Senate desire. He added that UPI has been pushing this. Senator Perabo stated that if it is a faculty desire, it would seem to be within the purview of the Senate. Chairperson Pynes responded that this issue has been pushed by the Executive Board of the Union. He added that it is one thing if the proposal comes from the faculty, but he believes this proposal comes from UPI leadership, who happen to be faculty, although they are pushing this issue as part of Union leadership. Senator Perabo said she is not sure there is a clear distinction between those two things. Chairperson Pynes stressed that the resolution did not spring up organically as the desire of a group of faculty within a department. He

added that it can be coincident with faculty desires, but he does not believe it was the desire of the Senate.

Senator Filipink observed that Faculty Senate approved this resolution in the past, which made it a Faculty Senate issue. He stated that to allow that it is not a Faculty Senate issue because the Union also supports it does not make a lot of sense. He added that since the President of WIU is ex-officio on the Board of Trustees and also a state employee, it is tough to make a coherent argument that the Board cannot have an ex-officio member that is an employee of the state of Illinois. Chairperson Pynes responded that the President is on the Board because of state statute, and he is the only employee of the state that gets to serve on it. He reiterated that the Faculty Senate in 2011 asked the BOT to consider this resolution and they refused, even though at that point the Board was in a much more favorable position with the state. Chairperson Pynes pointed out that the current BOT is engaged in a search for a president and have not currently been seated, so he does not think they will want to do this for Faculty Senate. He added that there is no incentive for them to do it, and to ask the BOT to consider this resolution uses up the Senate's political capital for when it needs to go before the Board.

Senator Tasdan asked if there is an example of some similar structure with ex-officio members on a board of trustees. Chairperson Pynes responded there is no example in the state of Illinois. Senator Bellott stated that he thought the discussion was to be about adding the resolution to the agenda and not about pros and cons of the resolution. He added that there is a faculty member on the Illinois Board of Higher Education, so there is an example at the highest level.

Senator Sawhney remarked that it is impossible to get into the mind of everyone, so to state that the resolution is not what the BOT want to do would not seem to be a valid argument and should not prevent the Senate from doing what it wants; one cannot act based upon thinking what other people will do, and this is not a game of chess. Chairperson Pynes stated that when the Executive Committee did not put the resolution on the agenda, they did not think it was worth doing, but if two-thirds of senators want to vote to add it to the agenda, that is fine. He added that if individuals have been paying attention to what the BOT is doing and where they are in their thinking they will agree with him that the BOT will not be willing to do anything controversial.

Senator Lauer stated that while he agrees with Senator Bellott that the discussion is about adding the resolution to the agenda, he wanted to point out that part of the discussion at ExCo was that there is a representative at Board of Trustees meetings because the Faculty Senate Chair always attends and is present during all open session meetings. He said that whether the issue is related to the Union or not, the question is what would the tsecond faculty member, who would not be the Faculty Senate representative, be representing if not the Union's interests. UPI President Bill Thompson responded that the individual would represent faculty interests. He pointed out that there are people in the room who are faculty members but not members of UPI, so to say that anybody elected ex-officio to the Board would represent UPI is rejected.

Dr. Thompson told senators that the Board of Trustees can create ex-officio members in whatever way it wants; the President's ex-officio position on the BOT is a creation of that Board and is not WIU law. He stated that the BOT could create dozens of ex-officio members if they wanted to, and they can uncreate them as well. Dr. Thompson acknowledged that UPI statewide would like to see a greater faculty voice in all areas of governance, and this is one way to do that. He asserted that to add a faculty member to the BOT would not take away from Faculty Senate at all but would allow for greater faculty participation in debates and discussion that go on in closed session. He is not certain a faculty member would be thrown out of closed sessions every time the President is; it could be vice versa.

Chairperson Pynes announced that 13 votes are needed for the motion to pass.

MOTION APPROVED 13 YES – 6 NO – 1 ABSTENTION

[Note: There were 20 senators present, and 14 were required to place the item on the agenda. By placing the item on the agenda, Chairperson Pynes effectively voted for the inclusion of the item.]

Chairperson Pynes announced that the item has been added to the agenda. Senator Banash suggested that senators determine some way to get ahold of the relevant law and prior discussion on this topic in order to be as informed as possible before discussing further. Senator Bellott said he has sent out to senators the 2011 minutes during which the resolution was originally passed and the pertinent discussions. He also included in his email the membership of the IBHE.

Motion: To table consideration of the resolution (Bellott/Filipink)

Senator Albarracin asked if the student member on the Board of Trustees can be a state employee, such as a graduate assistant. Chairperson Pynes replied affirmatively, adding that this is allowable because of the state statute. He added that graduate assistants have been elected members of the BOT.

MOTION TO TABLE APPROVED 17 YES – 1 NO – 2 ABSTENTIONS

Senator Banash asked if the Senate could talk about the statement in the Executive Committee minutes that the University of Illinois systems plan to increase their enrollments by 15,000 students. He finds this to be a troubling development. Senator Banash remarked that he heard about this last year but wonders if any senators have a read on whether it has become more concrete. Chairperson Pynes responded that he mentioned this at ExCo because the University of Illinois last spring announced that they wanted to increase enrollment at their three schools by 15,000, and this is something that WIU will have to deal with because they are the same students our University tries to attract. Chairperson Pynes thinks the University of Illinois will also offer free tuition for X number of students whose families make less than \$69,000, although he does not think all 15,000 new students are expected to fall within this category. He imagines that the University of Illinois has goals to address their budget shortfalls in a way that WIU would also like to do, but he does not know how WIU can combat this, which is why he posed the question at ExCo.

Senator Banash has been thinking about this a lot and does not think it makes sense, even at the state level. He asked if WIU is advocating against this at the state level or should say to the IBHE that Illinois universities cannibalizing each other in this way is not a terrific idea. Chairperson Pynes responded that the administration does not ask for faculty to go with them when they advocate at the state level, so Faculty Senate would have to get Jeanette Malafa, Assistant to the President for Government Relations, to answer that question; he does not know what she is doing in this regard.

Dr. Thompson thinks the law about University of Illinois tuition was passed last fall; he asked if this is already a done deal. Interim Provost Clow confirmed that it is, but he pointed out that students enrolling at the University of Illinois will still have to meet all their requirements for admission, which have not changed. He noted that those admissions requirements are a little higher than other state universities in different areas and different ways. Interim Provost Clow says this does not mean he thinks this is okay; he thinks it is a case of the “big dog” breathing down everyone else’s neck. He also informed senators that the University of Illinois is expanding its branch campus in Springfield, so there is also that to contend with as students consider what is out there. Dr. Thompson added that Southern Illinois University is building a huge medical complex in Springfield as well.

Interim Provost Clow remarked that when the University of Illinois’s enrollment goes down 1,000 students, it is not the same as when WIU’s enrollment falls by 1,000; the University of Illinois responds by going out on a limb and doing things with their tuition that WIU cannot because our University has to be very careful. Interim Provost Clow admitted he does not have the answers. He observed that the state has also removed the provision that universities cannot “go after” students after a certain date; now everything is “free game.” He said no university has started doing that this year, and WIU’s Admissions Office does not want to be the one who does this first, but Interim Provost Clow thinks eventually somebody will do it. He thinks these discussions will have to be

held on a much broader level. Interim Provost Clow thinks this is part of the corporatization of education, but he is not sure how to combat this trend when every institution is chasing the same dollars.

Dr. Thompson suggested one way to fight back is with dual credit/dual enrollment. He related, however, that another union in the state is concerned about university faculty coming into schools and teaching classes for credit that faculty in these schools may not have previously been teaching. He suspects this issue may come up this spring.

Chairperson Pynes finds it unfortunate that the University of Illinois does not use its clout to defend the funding of higher education in the state by saying that they are not going to grow bigger and that the state should give them more money. He thinks for them not to do so is a dereliction of their duty as the state's flagship institution. He thinks that the University of Illinois should demand more money from the state. Senator McIlvaine-Newsad observed that Northern Illinois University has announced that any student with a GPA of 3.0 or higher will be automatically accepted and that they will no longer request any standardized test scores. Chairperson Pynes added that three state institutions did this immediately after WIU implemented this change.

Senator Zbeeb remarked that the Budget Transparency Committee (BTC) met last week with the Associate Vice President for Budget and Finance, Letitia Trepac, and the meeting did not reflect what Interim President Abraham talked about with Faculty Senate. He said Ms. Trepac reported an income shortfall of one-half million dollars from last year, and Senator Zbeeb thinks she should be invited to Faculty Senate so that senators can ask her questions. He said Ms. Trepac told BTC members that she would fix the budget problems, but she was not sure how she was going to go about it. Senator Zbeeb is afraid the University will face the same problems it had two years ago. He remarked that student enrollment is down, and nothing is being done about it except for cutting and trying to save money. He does not think there is sufficient focus on how the University will increase enrollment or on marketing. Senator Zbeeb suggests inviting Ms. Trepac and Interim President Abraham to visit Faculty Senate at the same time because he felt like he heard mixed stories from both meetings with them.

Chairperson Pynes asked the BTC Chair, Senator Perabo, what her reaction was to the meeting. She responded that Ms. Trepac had some explanations for the differences between what Interim President Abraham said at Faculty Senate about breaking even and with the budget itself, so to Senator Perabo that part is clear. She understands some of Senator Zbeeb's frustrations about focused efforts to change things but is not sure she agrees with all of his concerns. She added that she has not yet written up her notes from the meeting.

Chairperson Pynes asked Senator Zbeeb if his concern is that Interim President Abraham said that WIU would break even but Ms. Trepac says the University has a deficit. Senator Zbeeb responded that WIU is receiving \$2 to \$3 million more than last year from the state, but the University's income is off almost \$10 million. Senator Zbeeb asserted that next year the state's funding appropriation will be based on enrollment, so the University will definitely be losing income from the state, as well as tuition and other income, so Faculty Senate should probably look at this problem before it gets out of hand.

Senator Zbeeb recalled that BTC talked about the Athletics budget, and he thinks that should be looked at a little more in depth, specifically why it costs the University millions of dollars while the return on investment is not where it should be. He also is concerned with where the University is investing its money in marketing and recruiting. He does not see enough emphasis and thinks that if the University does not tackle these issues now there will be more problems in a year or two.

Chairperson Pynes asked Senator Zbeeb if his concerns can be summarized as 1) budget and 2) enrollment and marketing. Senator Zbeeb replied that they are all connected. Chairperson Pynes remarked that the Associate Vice President for Budget and Finance does not do marketing. Senator Zbeeb reiterated that Faculty Senate should invite Ms. Trepac to explain the budget to the entire Senate, adding that he may have misunderstood but he does not like the numbers. Chairperson Pynes said he would invite her to the next Executive Committee meeting.

Interim Provost Clow pointed out that the state has not adopted performance-based funding at this point; it is on a committee agenda for additional discussion. He stressed that WIU's funding is not based on enrollment or student credit hour (SCH) production.

Senator Perabo said she will write up her notes from the hour and 45-minute meeting with Ms. Trepac. She hopes they may highlight some of Senator Zbeeb's concerns and clarify some other things. Chairperson Pynes reminded Senator Zbeeb that the point of creating the Budget Transparency Committee was to allow for some flexibility so that the Budget Director would not always need to be brought to Senate meetings. He added that if some clarification is needed, however, that can be done.

Senator Sawhney asked if WIU has any data about students who attend the University of Illinois but do not make it past the first year. He wonders where these students go for their second year of college and if they stay in the state of Illinois. He thinks there is the potential for these students to attend WIU for their second year. Senator Lauer observed that there was discussion last year about WIU trying to recruit students who were accepted to the University during the prior two to three years but did not attend since they have already shown they had an interest in WIU. Chairperson Pynes remarked that Admissions does have a list of students who were accepted to WIU but did not attend any college. He has suggested to Admissions that they remind these students that they were admitted to WIU and encourage them to attend next year. He does not think Institutional Research and Planning has access to the names of students who only attended the University of Illinois system for one year, but they could probably get the numbers. He added that, unlike an ACT list, this is not the kind of list that can be purchased. Interim Provost Clow agreed that he is fairly certain, because some of the students may have left the University of Illinois because of academic ineligibility or financial reasons, that the names cannot be legally shared; WIU also cannot legally share that information, so it is unlikely Admissions could get those names. Senator Sawhney asked if the state has information about whether students who leave the University of Illinois after their first year go to another state institution or go out of state. Senator Bellot remarked that an average of 92 percent of students who attend the University of Illinois at Urbana-Champaign are retained, which means, based on their enrollment, that only about 600 students, historically, do not return.

In response to Senator Zbeeb's concerns, Dr. Thompson observed that WIU has budgeted about a \$4.5 to \$5 million reserve in the FY 2020 budget. He noted that WIU engages in conservative budgeting, so when Interim President Abraham says the University will break even, given that there are plans for a \$4 to \$5 million reserve, it suggests to many people that the University will be okay. He added that the administration would not budget for a reserve otherwise. Senator Zbeeb clarified he is not concerned about this year; he is concerned about the strategy for next year and the year after if the University keeps going down the same path of losing students and decreasing enrollment and not doing much about it. He stated that the University will not have a surplus. Chairperson Pynes stated that he is far more confident in the current administration's desire to reverse the trend of lower enrollment than he has been in the past six years. Dr. Thompson added that if fair tax legislation passes, the University will be in a different fiscal universe; UPI is considering asking for \$6 billion additional money for hiring if it passes. Senator Filipink thinks the recent administrative reorganization was in part intended to address some of the things Senator Zbeeb has mentioned; for instance, the new organizational chart creates an Associate Vice President for Enrollment Management and streamlines other positions.

Chairperson Pynes does not think the vast majority of faculty understand the problems that enrollment faces because of the lack of an Enterprise Resource Planning (ERP) system, which will allow WIU to better communicate with students. He told senators it has crippled WIU as an institution to be behind our peers in this area. Chairperson Pynes said the institution has been slow to fix this problem – decisions made 10 to 15 years ago have made things extremely difficult for WIU now – but he reiterated that he is more confident in the administration's concerns about enrollment today than he has been in the past six years. Interim Provost Clow said there is an awful lot going on – new initiatives, new opportunities, and greater focus. He said that Admissions representatives are in the schools more and are talking to everybody, and departments and faculty are doing more recruiting, too. He thinks everyone understands the process and the need and

understands that this is how the University must do it; otherwise, the University will go back to the horrific ways of the past, which he would not want to do again. He thinks this is happening and that there's a lot going on. Interim Provost Clow also pointed out that the University is going through some of these processes for the first time, so Admissions will need to see what works and what does not, but he does not think that things should be jettisoned after trying them once, because there is a tendency to do that. Chairperson Pynes added that now the University has specific people in place where "the buck stops with them" because those are their roles.

Senator Hunter asked if the University can develop a set of best practices. He noted that there are a lot of good things happening, but a lot of times WIU tends to have the attitude that departments have to figure things out on their own and should not be given a clue. He noted that some departments are doing great recruiting while others are really stuck. Senator Hunter told senators that his department, Engineering Technology, is not getting training and support on what they can do better. He thinks the University needs to get out of the mindset that "We figured it out in our department and you can figure it out on your own." He thinks everyone needs to mentor and train everyone else, and he does not see Center for Innovation in Training and Research (CITR) workshops on recruiting practices and how to work at the departmental level to move the University forward. Interim Provost Clow hopes this comes out of the new Enrollment Management division. He added that Admissions 101 recruiting workshops were offered in Spring 2018 or 2019, and they were poorly attended; some departments were asked to come to present, but there were maybe four or five people that showed up. He added that the workshops were run out of Admissions. He agrees that this type of thing needs to be done more. Interim Provost Clow thinks people understand where the University is now and that there is a much clearer focus about what the institution has to do.

Senator Delany-Barmann asked where the University is with hiring an institutional grant writer. Interim Provost Clow replied that he has not had a conversation with Interim President Abraham about this yet. He related that the University was stuck at the end of the summer with having to create a civil service position, which could work, but at that point everyone was disheartened about the whole process. He does not know how Interim President Abraham feels about this position, but it is on Interim Provost Clow's list to talk about with him.

Motion: To adjourn (Filipink)

The Faculty Senate adjourned at 5:10 p.m.

Ilon Lauer, Vice President

Annette Hamm, Faculty Senate Recording Secretary