

WESTERN ILLINOIS UNIVERSITY FACULTY SENATE

Regular Meeting, 25 March 2025, 4:00 p.m.

Via Zoom and in Union Capitol Rooms

ACTION MINUTES

SENATORS PRESENT IN PERSON: D. Allwardt, E. Asare, B. Brewer, C. Chadwell, D. Gravitt, D. Hunter, D. McArthur, A. Melkumian, B. Petracovici, J. Robinett, J. Walker, L. Wipperling

SENATORS PRESENT VIA ZOOM: B. Bellott, E. Hamner, B. McDonald, R. Sharma

SENATORS ABSENT: J. Albarracin, D. Brown, H. Elbe, J. McKenzie, S. Turkelli, E. Woell

EX-OFFICIO: Krista Bowers Sharpe, Parliamentarian; Interim Provost Mark Mossman

GUESTS: Tawnya Adkins Covert, Marjorie Allison, Dan Barclay, Tom Blackford, Keith Boeckelman, Zaire Bradsher, Amy Burke, Amy Carr, Bob Emmert, Keith Holz, Stacie Hunt, Kishor Kapale, David Lane, Mary Lane, Sarah Lawson, Jessica Lin, Brian Locke, Jeremy Merritt, Nathan Miczo, Kat Myers, Holly Nikels, Betsy Perabo, Jennifer Plos, Renee Polubinsky, Linda Prosis, Tim Roberts, Jim Schmidt, Amanda Silberer, Melissa Telles, Alisha White

I. Consideration of Minutes

A. March 6, 2025

MINUTES APPROVED AS DISTRIBUTED

II. Announcements

A. Approvals from the Provost

1. Requests for New Courses

- a. NURS 301, Nursing Communication and Medical Calculation, 2 s.h.
- b. NURS 304, Introduction to Professional Nursing, 2 s.h.
- c. NURS 306, Foundations in Nursing Care: Individual, Population Health and Health Promotion, 3 s.h.
- d. NURS 307, Nursing Clinical, Simulation and Lab, 3 s.h.
- e. NURS 321, Interprofessional Nursing Practice, 2 s.h.
- f. NURS 416, Quality Improvement and Informatics of Health Systems, 2 s.h.
- g. NURS 435, LGBTQIA+ Health, 2 s.h.
- h. NURS 441, Critical Care Nursing, 2 s.h.
- i. NURS 442, Integrative Care, 2 s.h.
- j. POLS 380, Writing in Political Science, 3 s.h.
- k. POLS 495, Professional Development in Political Science, 1 s.h.

2. Requests for Changes of Majors

- a. Nursing
- b. Political Science

3. Requests for Changes of Options

- a. Political Science, General
- b. Pre-Law

4. Request for WID Designation

- a. POLS 380, Writing in Political Science, 3 s.h.

5. Requests for Inclusion in General Education

- a. ENG-BCJ 290, Introduction to Film, 3 s.h.
- b. GEOL 113, Energy and Earth Resources, 3 s.h.
- c. RPTA 110, Concepts of Leisure, 3 s.h.

C. Student Government Association Report (Reordered)

Chair Robinett asked SGA to report while waiting for the Interim Provost's arrival.

Mr. Bradsher announced that faculty are invited to an event he will be hosting, Coffee and Chat with SGA, on Thursday, March 27 from 12-2 in the Union Capitol Rooms. He said it is a thank you from SGA and from Mr. Bradsher personally for all the work that faculty do.

Chair Robinett asked if SGA elections are completed. Mr. Bradsher responded that they are; Jace Green was elected SGA President, and James Bierman was elected Trustee.

B. Provost's Report (Continued)

Interim Provost Mossman reported that the rebuild webpage has been posted to the Provost's website (<https://www.wiu.edu/provost/>). He noted that as of yesterday there were 112 independent devices that have already looked at it. He thinks the effort has gotten off to a good start; a lot of information is being provided, and he stressed that the proposal is a living document. Interim Provost Mossman said there are revisions made to the proposal almost every day because it is a huge project. He envisions the website to work much like the ones for the Higher Learning Commission (HLC) and Strategic Planning process with a lot of updates as documents and other information evolves for WIU faculty and the university community. He said right now the proposal is an internal planning document, only accessible by logging in with a user's Econ name and password, but as things move forward more access will be granted to everyone throughout the WIU community. Interim Provost Mossman also anticipates that he and Chair Robinett will create a podcast on the rebuild. He encourages everyone to check out the website, adding that there is space for comments at the end of the document; by next week each page will have a comment feature on it as well.

Senator Gravitt asked if the comments will go to the entire working group or just to a single individual who can decide what is a valid comment and what is not. Interim Provost Mossman replied the comments will go to the working group in a weekly report produced by Linda Prosis, Administrative Assistant to the Provost. Senator Gravitt asked if the comments will be anonymous or tagged. Interim Provost Mossman believes they will be anonymous; an anonymous survey will be sent out as well. Chair Robinett clarified that he does not think the comments will be anonymous because the comment section starts by asking for the commenter's email. He agrees that the survey will be anonymous.

Senator Gravitt was concerned to see that there were still three programs "under consideration" for elimination at the time the BOT Board Book came out. She asked if the Provost's office has come to a conclusion regarding these three or, if not, when a decision will be reached. Interim Provost Mossman replied that a final decision will be made by the June Board meeting. He has met with Psychology once and has another meeting coming up on their programs, and he met with the Chair of the Department of Sociology and Anthropology today and will meet with their larger group next week. He said the Provost's office will continue to meet with those departments to figure out ways to make adjustments to paused programs but must determine what to do in the place the university is currently in. He added that there is no intention to undermine the work of the APER Committee in continuing to meet with some programs because he thinks the committee did excellent work.

D. Faculty Senate Chair's Report

Chair Robinett thanked those working in Graduate Programs and International Admissions for all the work they have been doing under the circumstances they find themselves in. He observed that they have navigated policy, procedural, and personnel changes while continuing to show compassion and cooperation with faculty and staff as they navigate some incredible circumstances.

Chair Robinett thanked those faculty who took the time to complete the Senate Nominating Committee interest survey. He certainly understands why there was some reluctance to do so in light of the rebuild information that has been released, but it is really important to fill councils and committees. He noted that this is Faculty Senate's part of shared governance – making sure there are enough people in different spaces to participate and meet the requirements of the various councils and committees.

Chair Robinett expressed thanks to Gordon Pettitt, who serves as the faculty representative on the Policy Advisory Group. He said that group is currently considering revising the meta “policy on policies” that Dr. Pettit shared with Chair Robinett and Ms. Hamm, who was asked to comment from the standpoint of institutional memory. Chair Robinett also expressed thanks to WIU Legal Counsel Torrey Smith, who regularly reaches out to him on faculty policy issues.

Chair Robinett explained while the APER Committee is an administrative committee working with UPI, the APER report was shared with senators at the request of faculty colleagues serving on the APER Committee. He complimented the Provost's office on posting the report on their website so that anyone who wants to look at it may do so (https://www.wiu.edu/provost/APER_Reports.php). Chair Robinett encourages those who did not have an opportunity to attend or listen to the Board of Trustees meeting when it was in progress to listen to it on WIU's YouTube channel. He recalled there was a lot of discussion related to programs, how the report came out, and those sorts of things. He recommends listening to the meeting because it helps to stay educated on the types of questions the Board is asking; he found several of their questions really thought provoking.

Chair Robinett reiterated that the papers for the academic rebuild have also been posted to the Provost's website in what is intended to be a very collaborative process. He said that individuals can reach out to the Dean on the working group, Billy Clow; to the Chair, Pete Jorgensen; to Chair Robinett or to Interim Provost Mossman; to UPI President Merrill Cole; or to Miguel Huerta or Lisa Melz-Jennings with advising questions because the committee really wants feedback. He said some questions bring up ideas that the committee has not thought about yet and are really important to guiding that process. He asks everyone to take time to provide comments, suggestions, and feedback.

Chair Robinett pointed out that the Council for Instructional Technology (CIT) has provided a preliminary report on their charge from the Executive Committee, which was posted in the Chairs Report folder within the shared drive. He thinks they have done an incredible amount of work this year on everything from artificial intelligence and looking at how AI is used in classes in conjunction with SGA to reviewing legal and best practices related to online education. He noted they have done thorough research; one of their recommendations involves requiring and enforcing regulations on regular and substantial interaction in online courses and making sure faculty teaching those courses regularly engage with students in the class. He said online courses are not like correspondence classes where students work through a curated program and never engage with faculty; instead, such engagement is a requirement of Title IV, which is tied to financial aid and university funding. Chair Robinett noted that CIT has also looked at student data and what they are saying about their WesternOnline experiences. He related that CIT has also had conversations about faculty becoming more consistent with the navigation and shell of online courses so that students can better understand what they are doing as they enter those spaces. He added that CIT is also keeping an eye on the accessibility issues that Dr. Carr brought to their attention from the IBHE Faculty Advisory Council recently. He asked that senators review the preliminary report, adding that CIT's final report will be received soon.

Chair Robinett will attend the Council of Illinois University Senates meeting on Friday, March 28 via Zoom. He noted that there is a tremendous amount going on right now among Illinois institutions, and

the conversations among Senate Chairs is eye opening. He related that some schools are now facing the financial realities that WIU continues to navigate, others are negotiating contract issues, and yet others are reviewing how their institutional senates are conceived. He will report at the next Faculty Senate meeting about what is happening from the lens of Senate Chairs across the state.

Chair Robinett observed that this can be an overwhelming time of year for students and faculty colleagues. He reminded senators that they can get help for students by completing a Leatherneck Care Referral form, no matter what the issue is; the form allows Student Services to match the student with services to help them. He noted that whether the student has issues related to immigration or is just not coming to class, the Leatherneck Care Referral is the way to make sure it is brought to the attention of the right person. Chair Robinett told senators it has also been brought to his attention that there is a similar faculty/staff care referral report that can be submitted through Human Resources. He said this report is a way to report non-urgent incidents and concerns with faculty or staff related to mental health or well-being, things not typically covered by Title IX, Equal Opportunity and Access, performance management, or grievance procedures. He added that if faculty are worried about someone and do not know how to handle the issue, this is a way to address that.

Chair Robinett announced that the University Counseling Center is relocating, or has already relocated, to the second floor of Beu Health Center, so everyone should be aware not to send students to their former location in Memorial Hall. He noted that Justin Schuch, Vice President for Student Success, will visit Faculty Senate on April 29 and will be able to provide more information about the why and how behind the move.

Chair Robinett asked if faculty can still drop by the SGA Coffee and Chat event on Thursday at noon even if they did not RSVP. Mr. Bradsher responded they can; the link was intended more to let him know whether the time was bad for a lot of faculty, in which case he would have changed it, but most faculty responded positively to the time. He added that faculty do not have to stay for the entire time; they can just pop in to say hello. The event will be held from 12-2 on March 27 in the Capitol Rooms.

Chair Robinett announced that the Counseling Center is part of a grant bringing a renowned scholar to campus on April 1 to talk about understanding and implementing trauma-informed approaches in the classroom. He said there will be three different free sessions for faculty. Chair Robinett also put notices in the shared drive about upcoming Mental Health First Aid trainings, a Name That Tune fundraiser on April 30 to benefit the WIU Council for Exceptional Children, and a Women in the Military panel discussion from 3-4:30 p.m. on Thursday, March 27 at the Multicultural Center. Chair Robinett said he highlights these because they represent wonderful ways that WIU faculty are engaging with students, with each other, and with different elements on campus. He encouraged senators to attend as their schedules allow.

E. Other Announcements

1. University Technology CIO Group
(Stacie Hunt, Director, Administrative Information Management Systems; Bob Emmert, Director, Business Applications; and Jeremy Merritt, Director, Web Services)

Chair Robinett acknowledged that there is a lot going on in the technology side of the campuses that many do not know about, and some do not understand why some things are not as easy as it would seem they should be. He said the CIO Group was invited to update senators on two areas: the ERP and some security issues of which everyone should be aware.

Ms. Hunt told senators she is helping to lead the Enterprise Resource Planning (ERP) implementation. She explained this is basically the administrative software that handles the core business of the university: financials, human resources, payroll, and student records. She said the three major ERP implementation projects going on right now are 1) Technolutions-Slate Customer Relationship Management (CRM), 2) Regent Education Financial Aid System, and 3) Ellucian Colleague, the university's largest implementation. She acknowledged that

implementing three large software systems at the same time is a huge undertaking for University Technology in partnership with many of the administrative offices at WIU.

Ms. Hunt related that the first implementation project was Slate, which began in January 2023 for the admissions and enrollment module, which allows for recruiting prospective students, processing applications, and communicating with and conveying decisions to applicants. She related that in Summer 2023, Administrative Information Management Services (AIMS) began implementing the module for the Advancement area, which handles donor relations, alumni communications, and event management. The Student Success module was added in Spring 2024, which is the model that helps communicate with currently enrolled students.

Ms. Hunt stated that the first Slate application – the domestic graduate application and undergraduate reentry application – went live in December 2024 and February 2025, respectively. She said AIMS hopes to go live with Undergraduate Admissions, the Bachelor of General Studies and international applications this April. She explained that one application form is being used for all of these applications along with using conditional logic in the background, based on students' answers. She thinks it helps with the maintenance of the system that only one application form is being used. Ms. Hunt said AIMS plans to go live with Student Success this month after some technical issues get worked out, followed by going live with the Advancement module in July, which should help with communications sent out to donors and alumni and with managing events for those groups.

Ms. Hunt related that the second implementation that University Technology is working on is the Regent Education Financial Aid System, which began in November 2023 in order to give financial aid to students in Fall 2024. She noted that the purchase of the Regent Education system was necessary because of Department of Education changes intended to simplify FAFSA and student aid index changes. She said the decision was made to go ahead and implement Regent because AIMS did not think they could modify the university's current MVS financial aid system by the deadline required by the Department of Education, and the Colleague financial aid system would not be up and running until Spring 2025. She explained the Regent system includes a process for financial aid verification, packaging of awards, and producing award letters. She said it includes a student portal where students can upload required documentation to support their financial aid request, see the status of their financial aid awards, and communicate with the Financial Aid office.

Ms. Hunt admitted there were some issues encountered when the Regent system was rolled out last year because there was not enough time to test a complete financial aid cycle. She said when it was time for disbursements, there were issues integrating between the university's MVS system and Regent, processing the awards, then integrating back from Regent to MVS, after which, through a process called interface, this all goes to the university's billing system. She said AIMS believes they have fixed the issues from last fall and made the programming changes to prevent those same problems from happening when aid is disbursed in Fall 2025.

Ms. Hunt related that the biggest implementation has been the Ellucian Colleague system, which began in January 2024. She noted that Colleague will become WIU's core ERP system and will support finance, human resources, payroll, and the student information system, which includes admissions, financial aid student records, housing, accounts receivable, and many other functions. She noted that Colleague includes a self-service portal which will allow employees as well as students to perform tasks on their own personnel records, such as entering their time, registering for courses, submitting housing requests, and, for employees, entering grades and submitting a payment request or approvals of purchases.

Ms. Hunt noted that in addition to the Colleague portal AIMS is in the middle of installing the Experience portal, a personalized, mobile-ready dashboard that serves as a university hub for applications. She said it will be accessible through single sign-on and will provide access to role-driven information, notifications, tasks, and campus services for both students and employees.

Ms. Hunt stated that University Technology initially planned to go live with Colleague Finance on July 1, 2024; Colleague HR and Payroll on January 1, 2025; and the Colleague Student Information System (SIS) on April 1, 2025, but they soon realized that this was a very aggressive timeline for all of the tasks that needed to be accomplished. She said this was revised to push everything out by one year: they went live with Colleague Finance accounts payable on January 1, 2025; they plan to go live with human resources and payroll in January 2026, running the first payroll on the new system in December 2025; then SIS will go live in April 2026, with students registering through the Colleague self-service portal for the Fall 2026 semester.

Ms. Hunt related that University Technology has had many meetings about implementing these systems; about a dozen different Colleague teams are working with many Ellucian consultants in the areas of financials, HR/payroll, SIS, admissions, degree audit, student records, financial aid, accounts receivable, and housing. She stated that in addition to configuring and implementing all of these core modules, there are also specialized teams who are working on data migration, data integration, Ellucian Experience, and Insights Reporting.

Ms. Hunt related that the Data Migration Team works on extracting all of the data stored on the MVS system, transforming that data to be suitable for the Colleague system, and then loading it into Colleague. In order to put that into perspective, Ms. Hunt told senators there are over 1,200 databases with over 10,000 unique columns and millions of rows of data. She noted that the historical data that will not be moved into Colleague must be stored somewhere, so it is being moved over to a data warehouse within the Insights Reporting tool so that reports can be generated from that legacy data.

Ms. Hunt said the Data Integration Team has identified about 90 different data integrations where information is passed from the MVS system to third party data sources. She noted an example of this might be retirement; information is extracted from an employee's pay history for personnel records, that data is modified to fit the retirement file requirements, then that information is sent off to the State Universities Retirement System (SURS). Ms. Hunt stated the 90 data integrations have to be reprogrammed to integrate into the new Colleague system instead of the current MVS system.

Ms. Hunt related that in addition to these responsibilities, AIMS is configuring and building applications within the Ellucian Experience portal. She said they can create custom applications, called "cards," to do different tasks within the portal, and they are thinking about moving some of their internal websites behind a sign-on in the Experience portal to get that information off their public-facing website.

Ms. Hunt said the last thing AIMS is working on for the ERP is Insights Reporting, which facilitates writing custom reports off of the data within Colleague or stored in the data warehouse within Insights. She noted that Insights will not only allow custom reporting but can also schedule the delivery reports and has a repository that can publish the delivered reports that come from Colleague as well as the custom reports. She said this will be very similar to what is currently available with Pentaho, where employees can access the reports based on their roles.

Ms. Hunt said the way all of this will affect WIU employees is that any functions previously done on QWS3270 or WIUP on the web will be gone; employees will instead go to the Colleague self-service portal to complete those tasks. She said students will be affected because the STARS system will be going away; students will do the majority of their work on the Colleague self-service system and will perform some tasks in the Ellucian Experience portal. She stated that any employees who receive reports through Pentaho, which is also going away, will have to use the Insights Reporting tool; any reports built within Pentaho that are still needed will have to be rewritten by AIMS within Insights Reporting. She noted that any reports that are normally run by AIMS – a spreadsheet, a .pdf, or an old 3270-type green

bar report – will all be going away; any that are still needed will have to be reevaluated and rewritten in the new Insights Reporting system.

Ms. Hunt related that there are many teams working to put all this together for the university and many consultants working with them. She noted that it is a lot of work to take all of this information out of the current MVS system, reevaluate it, and move it into Colleague. Ms. Hunt thinks it is probably one of the biggest projects that AIMS has taken on in partnership with other functional offices at the university. She stated that as they get closer to each implementation, they will be reaching out to different areas on campus and offering training sessions; they will also post FAQs on their website and short videos of how to perform different functions.

Chair Robinett remarked that Ms. Hunt used “we” a lot in her presentation. He asked how many employees are actually in AIMS. Ms. Hunt responded that there are about 18 employees in AIMS, and about a dozen of those are actually spending a lot of time working with the implementation teams. She noted that some individuals from University Technology have helped AIMS out on the technical side, such as making changes to the LDAP and servers. She said AIMS is also working with a lot of individuals in the administrative offices; 12 different teams have been defined from Human Resources, Payroll, the financial offices, Business Services, and accounts payable, so AIMS is really working in partnership with those functional areas. She added that in addition to all of this, AIMS is still maintaining and working on the existing MVS system and all of the processes that go into that.

Chair Robinett stressed that in addition to the day-to-day duties that individuals across the campuses are navigating, many are also on the teams that are working in collaboration to get things ready for the system the university will have. He noted that Registrar Sarah Lawson serves on a variety of these, as do others at the institution, so he wants to generate faculty awareness that these things are going on in addition to other things these individuals are doing.

Senator Gravitt asked if it will be easier not to have to frequently change WIUP passwords. Ms. Hunt responded that Colleague supports single sign-on; it is classified, so there will be no more WIUP password changes.

Senator Hamner noted that Ellucian, on some campuses at least, utilizes AI with their programs. He asked if WIU’s package with them, or any other programs, includes that. If so, he wonders if a conversation with the Senate’s Council for Instructional Technology AI Subcouncil would be worthwhile. Ms. Hunt replied that, as part of their statement of work, AI is not part of the package, but it is certainly something that University Technology could discuss moving into in the future.

Senator Gravitt asked whether course articulations and similar things will be changing related to students’ access to courses that are transferrable between all the different universities. She wonders if these courses will remain accessible or how that will work so that students know they have to take certain courses before transferring to WIU. Ms. Hunt responded the transfer articulation processing in Colleague is different, and they do not have the kind of system that AIMS maintains. She said that AIMS has been working on degree audits and have not been spending a lot of time on transfer articulation, but students will be able to work with their advisors to see that information. Senator Gravitt asked if students will be unable to do this on their own. She related that at other institutions she has worked, there was always some kind of link that students could log into in case, for instance, they wanted to take a summer course elsewhere without going through their advisor. She asked if something like that will be made available. Ms. Hunt responded that at this time that is not something that AIMS is working on.

Registrar Lawson pointed out that there is a website called Transferology (<https://www.transferology.com/index.htm>) that many schools participate in, and anyone can create an account on it to find out how classes transfer to other universities. She added that it is very accessible for students to use. Senator Gravitt asked how updated this is with WIU’s

current General Education changes. Ms. Hunt stated that a download goes out from MVS transfer articulations on a weekly basis, so if the rules have been updated on the transfer articulation system, then it should be fairly recent. Registrar Lawson is unsure that the Gen Ed changes from last summer have all been processed in a way that makes Transferology easy to use because the rules change depending on the student, which is hard to program into a third-party site. Chair Robinett asked senators to remember that as the undergraduate catalog changes, the rules for incoming students change; as those degree requirements change, it makes it difficult for Transferology to know if something is coming in as Gen Ed or not, depending on that particular student and when they came to WIU. Registrar Lawson added that there is a way to indicate this on Transferology, but Admissions had concerns about the best way to do that in order to communicate to students. She said many months ago Admissions had indicated this would be rather tricky, and she is not sure how it was resolved. Chair Robinett remarked that, as someone who works with a variety of student groups, including student-athletes and military students, Transferology is a very helpful tool for understanding how WIU classes transfer between our institution and other universities.

Mr. Merritt told senators he will speak about an unpopular cybersecurity initiative, but one that he thinks is very important: employee phishing training. He thought it would be a good idea to provide senators with a high-level overview of where University Technology is with this training, what they are seeing, and where they have been over the past six months since it was instituted. He related that simulated phishing emails are sent periodically to all WIU employees as part of an ongoing cybersecurity training exercise; they are intended to prepare employees to recognize common phishing techniques that are currently in use. Mr. Merritt said the messages that are sent out are taken from a library provided by University Technology's training partner which are taken from real phishing messages that have been used successfully to phish organizations and institutions across the globe.

Mr. Merritt explained that every WIU employee has received one simulated phishing email once a month since November 2024; the date the employee receives it and which email they receive is completely randomized. He explained that if an employee clicks on one of these simulated phishing email links, they will be automatically signed up for optional training; if an employee clicks on more than one link, they will be signed up for mandatory phishing training. Mr. Merritt stated that if an employee does not interact with any phishing emails but instead reports them using the small fishhook icon, the employee will receive a thank you email with a token of appreciation from University Technology for doing exactly what they hope all employees do: recognize and report an email as phishing without interacting with it.

Mr. Merritt stated that if employees do not have the fishhook icon on their task bar, on their phones (as long as they are using the Gmail app) or computers, they can contact the uTech support center who will make sure their account is set up properly. Senator Gravitt said she reported a phishing email by clicking on the three dots at the top of the page, which gives an option to "report phishing." Mr. Merritt said there are so many different versions of browsers and smartphones that the support center in Stipes Hall can give the best information about how to find the fishhook.

Mr. Merritt told senators this training is important because last year over 3,500 phishing attacks per week were detected at educational institutions; this is a 75 percent increase over the previous year, making education the most targeted sector globally. He noted that phishing is the number one avenue for exploiting access into higher educational institutions, and 96 percent of those were delivered via email. He stated that if an institution was to get hacked through a phishing attempt which resulted in them obtaining access to sensitive data, the institution might pay a ransom of nearly \$6 million, not to mention the bad press once the attack was made known; higher education institutions pay the third highest ransoms across all sectors around the globe. He noted that AI is making phishing attempts more prevalent and a lot more difficult to recognize. He stated that 2024 saw a 200 percent increase in phishing attempts worldwide and a 700 percent increase in credentialing attacks, which attempt to get

usernames and passwords; it is thought this is because AI makes it easy to create really good phishing emails that are very difficult to distinguish.

Mr. Merritt told senators the phishing training is not intended to be used to punish or single anybody out or to be used for disciplinary purposes; it is not University Technology's intention to be deceitful or to trick anybody. He said University Technology has the ability to create a phishing email that would fool everyone in the room, but they are not doing that; they are simply making sure that everyone receives realistic phishing emails for training purposes. He added the purpose is also not to test anyone's intelligence; although anyone clicking on a phishing link will probably feel mad and stupid, that is not the intent. He noted that some of these simulated phishing emails are very tricky, and everyone will probably fall for one. He thinks they force individuals to pay a lot more attention than usual to the emails they are opening, which he admits can be exhausting.

Senator Asare asked if it is reading the message or taking the next step of interacting with the message that is the problem. Mr. Merritt confirmed that reading the email is not the problem, but if an employee clicks on a button that promises them something free, such as a free pizza, University Technology will know that if it is one of their simulated phishing emails. Senator Asare asked if this is related to viruses and if there is any software the university could provide that would help. Mr. Merritt responded that antivirus software is a good tool to combat some things that phishing could impact, but no antivirus is perfect; there are zero-day vulnerabilities where nothing has been written yet to catch them, or the link may take the employee to a third-party website that looks just like WIU's where it asks for the username and password to login. He said if the employee provides their username and password, they have just given that information to a "bad actor" who could immediately log into their email, lock the employee out, and send everyone a phishing email using the employee's email account. He reiterated that credential phishing, which has seen a 700 percent increase, is the most dangerous because it gives bad actors the keys to the front door to access any sensitive information or student data, but trojans and malware are also very bad. Senator Gravitt remarked that logging in via VPN probably does not protect anything either because if the employee is going into their email they would already be in the system; Mr. Merritt confirmed that is correct.

Senator Hunter asked what the difference is between removing an email as spam and removing it as phishing. Mr. Merritt explained that spam is just something the user does not want; when a message is received from a car dealer, they have no ill intent and are not trying to trick you, so the message is spam. He noted that when an email is received from someone who is pretending to be from the University of Illinois or SURS, there is ill intent, so that is phishing. He stated that when these are reported correctly, email service providers will take more correct action on that particular email and will probably take more rapid action on a phishing email. Mr. Merritt stated that an email that is just annoying versus one that the employee should be concerned about illustrates spam versus phishing, and the email from the car dealer should not be reported as phishing because there is a distinction, although sometimes it can be a fine line. Senator Hunter asked if reporting a phishing email as spam would block it. Mr. Merritt responded that when an email is reported as spam, most email services will remove it from the user's inbox and move it to a spam folder or delete it; it will then either block that email address or ask the user if it should be blocked to prevent future messages from coming in from that address. He noted that from the user's standpoint, the actions are exactly the same: removing the message from the inbox so that the user does not risk interacting with it. Senator Hunter asked if University Technology would prefer that phishing be reported as such. Mr. Merritt agreed that ideally spam and phishing should be reported appropriately, but if the user does not want to put that much effort into thinking about which way to report, they can simply be reported as one or the other and ultimately Gmail or Google will take the appropriate action.

Senator Gravitt asked if a phishing email is received with someone's name that is known to the employee, whether that indicates that the individual's account has been hacked or whether it could be a simulated phishing email sent to trick employees. Mr. Merritt responded that it

could be a message that University Technology sent out – not to trick the employee but to give a realistic idea of a phishing email. He said that it could also be that the sender’s account has been compromised, or it could be some bad actor who just scraped the WIU website and found the name of the President, a VP, director, or chair and set up a free Gmail account in that person’s name to use for phishing emails. Senator Gravitt asked how it is addressed if phishing emails are being sent out under an employee’s name. Mr. Merritt responded that in most cases University Technology is seeing, accounts are not being compromised; rather, a bad actor is impersonating somebody. He said if an email account is genuinely stolen, the individual should talk to the WIU Office of Public Safety who can help them contact the FBI and proper authorities to report that their identity has been stolen. He noted that many WIU employees received an email supposedly from Kristi Mindrup trying to sell them a tractor recently; that was legitimate phishing and not a simulated phishing email sent by uTech.

Mr. Merritt stated that since November, WIU employee interactions with simulated phishing emails has decreased from around 14 percent to almost 8 percent; this is below the industry benchmark of 18 percent for an institution like WIU. He said University Technology has seen an increase in reporting of both the simulated phishing emails sent by them and actual phishing emails; just in the last 30 days, employees caught 410 of the simulated emails and, more importantly, reported almost 900 non-simulated, suspicious emails. He said University Technology thinks this is due to them sending out so many simulated phishing emails and trying to teach people how to properly report them.

Mr. Merritt stated that about 1,600 simulated phishing emails are in the process of being sent to employees right now. He reported that since November, 546 employees, including faculty, staff, and graduate assistants, have clicked on one simulated phishing email and been offered the optional training, but only 34 percent have taken it. He said that since November, 99 employees have clicked on more than one simulated phishing email and been signed up for mandatory training, as dictated by the university’s technology usage policy, and most have completed it.

Mr. Merritt showed senators the three most successful simulated phishing emails that University Technology has sent out. He said that their most successful simulated phishing email, which appears to come from a supervisor, resulted in 48 percent of the recipients clicking the link. He noted their second most successful simulated phishing email appears to be a notification of a voicemail message; 43 percent of employees clicked on the link in that one. He related that the third most successful one appeared to come from HR with a spreadsheet that was being shared; 43 percent of the recipients clicked on that link. Mr. Merritt said that once the link is clicked, it takes the employee to a landing page that points out all of the red flags in the email that indicated it was not valid. He noted this is one of those unique situations where only the individuals who really need it are being trained.

Mr. Merritt stated that University Technology does not currently have licensing that would allow them to send simulated phishing emails to students, although they make up the largest percentage of email users at WIU. He said uTech knows that students do receive phishing emails and that they click on them; most frequently they receive job employment or internship scams, and they frequently communicate with the scammers, giving personal information away, losing money, and compromising their accounts. He said that uTech spends many hours remediating accounts for students, so they appreciate faculty taking any opportunity to remind students that they should be incredibly leery of emails promising them jobs out of the blue that they did not apply for because those are scams and should be deleted or reported as phishing.

Mr. Merritt would also appreciate senators sharing with their colleagues about how to report suspected phishing emails, using the fishhook or the built-in Gmail reporting feature of three dots. He said if the recipient is not sure if an email is phishing, they can forward it to University Technology to look at, but users should not let their curiosity get the best of them; they should trust their gut and delete it. He realizes that the training is probably not popular with any employee who has clicked on a simulated phishing link, but he hopes everyone

understands the importance of protecting the university's data. Mr. Merritt expressed appreciation for everyone at the meeting and with the staff who have collaborated with University Technology on such initiatives. He realizes the university asks employees to take a lot of mandatory training, but it does help to keep the institution safer and help the university meet mandates and cybersecurity requirements. He added that University Technology is trying to build a safer digital infrastructure for everyone.

Senator Wipperfurth thanked Mr. Merritt for all the work University Technology does and said she now knows where to find the fishhook, which she did not know before today. Chair Robinett also expressed appreciation to University Technology for all they are doing to keep the things everyone often does not see moving in the way they need to be.

1. Amy Carr, WIU Representative to the Illinois Board of Higher Education (IBHE) Faculty Advisory Council (FAC)

Dr. Carr reported that the FAC at their January meeting approved the statement in support of librarians; it was presented for public comment at the IBHE meeting of March 12. She noted that there is only three minutes for public comment at IBHE meetings, so the FAC rep could only cover parts of it. Dr. Carr stated that also at that IBHE meeting, FAC President Shawn Schumacher provided public comment on reasons that FAC opposes the bill to expand four-year degrees to community colleges. She noted that there has been a lot of criticism of this bill, which does not seem to be moving out of committee right now.

Dr. Carr related that the Student Advisory Council gave their annual presentation to the IBHE. They spoke about housing insecurity, open educational resources, mental health, and affordable food. She read a statement that Pronav Kothari, IBHE Chair, made at the meeting: "Public education in our country is under attack, not by a foreign entity but by our own federal government. In Illinois we will relentlessly continue to remove barriers so that every Illinoisan has a fair shot at achieving their educational goals."

Dr. Carr related that FAC approved at their meeting on March 21 a statement that their equity working group had prepared: "Recognizing that historical and contemporary discrimination still impacts higher education, we, the members of the IBHE FAC, recommend that the IBHE continue to support and promote diversity, equity, and inclusion in the recruitment, retention, and promotion of faculty and staff and in the recruitment, retention, and education of students."

Dr. Carr said there was insufficient time at their meeting on Friday to hold caucuses by different types of institutions, but she sat by reps from Governors State and Northern Illinois University who both showed her that while WIU still has its JIDE page on its website, their universities have both changed the name of their equivalent offices. She said NIU's is now called the Office of Inclusion Excellence while GSU's is now called the Office of Institutional Engagement and Excellence. Dr. Carr is glad that WIU has not changed the name of its office.

Dr. Carr was unable to attend the IBHE FAC meeting for February; the alternate WIU representative, Melissa Stinnett, attended in her place. She said at that meeting Justin Bradley, IBHE FAC Assistant Director of Academic Affairs, presented on Illinois Articulation Initiative (IAI) updates. She highlighted that it is the Illinois Community College Board, not the IBHE, that has the authority to approve new categories of IAI courses, which has been an issue for some WIU courses which used to count for General Education but no longer do. She noted that IAI is geared toward easy transfer of courses that are broadly offered at community colleges, which is one more indicator that IAI is structurally not about four-year institutions proving their courses count but for community colleges to prove their courses can transfer to four-year institutions.

Dr. Carr related that Jill Gebke from the IBHE staff reported that the IBHE continues to work with its diversifying faculty initiative, which is another example of an institution not being

afraid to use words like “diversity.” She said Ms. Gebke reported there have been an increased number of applications for new programs to the IBHE. Dr. Carr asked if some of these were interdisciplinary, and Ms. Gebke told her that a number of them were, such as data science and physics, data science and accounting, or data science and computer science.

Dr. Carr reported that the FAC technology group is creating a centralized location, but it is not live yet. She said this will be a place to access information about the state Digital Accessibility Act. She understands that Joani Wilson, WIU Equal Employment and Access Director, will be the local compliance person for that effort.

Dr. Carr said that as of last Friday, March 27, the Higher Education Funding bill had not moved in the House and was still in assignment in the Senate, but they might use a shell bill to move it forward. She related that endowments have been removed from the formula, so adequacy gaps for universities are going to be recalculated. She said that as the bill is currently formed, each institution would have to report yearly how they intend to spend the funding and how they actually do.

Dr. Carr said the IBHE FAC representatives had many discussions about recent changes affecting their institutions. She said Gay Miller from the University of Illinois-Urbana/Champaign reported they have had tens of millions of dollars of cuts and indirect costs; \$67 million has been cut from National Institutes of Health funding alone. She related that Andy Howard from the Illinois Institute of Technology said one implication for not supporting direct costs is that the staff who helped craft the grants might possibly be cut. She noted that Sarah Garber from Roslyn Franklin reported that many grad programs are not accepting more students for next fall. Dr. Carr told senators there are many implications and stressed the importance of communicating with legislators about the impact of federal cuts.

Dr. Carr observed there are a number of higher education-related bills, although many of them do not seem to be going anywhere. She said if anyone wants to see them, let her know and she will forward what Mike Phillips, IBHE FAC’s informal legislative liaison, provided to her.

Dr. Carr related that the March FAC meeting was held at DeVry, and those minutes, when they come out, will provide a deep dive into a proprietary institution. She said DeVry has a school in the Ravenswood neighborhood of Chicago that is both a Chicago public high school and a place where students can obtain an associate’s degree from DeVry, which is very interesting. She related that proprietary institutions sometimes offer both four-year and two-year degrees; DeVry also offers about 17 certificates. She said DeVry has a very narrowly focused mission on helping people and is constantly changing. She added they work with industry a lot to upskill their employees, and they mostly enroll nontraditional students in the 17 states where DeVry has locations, although they have students from all 50 states. Dr. Carr related that DeVry’s President and CEO, Elise Awwad, really emphasized collaborating and working together to speak to the federal government.

Senator Hunter asked what DeVry’s curriculum is for general education. Dr. Carr responded that the vast majority of DeVry’s courses are offered online along with a few hybrid courses. Dr. Carr said the FAC toured the DeVry offices at Lisle, which include some spaces where students can work and some areas for seminars, but most of their students are working adults, so they mostly take asynchronous online classes with a few synchronous. She related they have seen an increase in enrollment since the pandemic; they now serve more than 30,000 students nationally but only employ 160 full-time faculty nationwide along with 1,350 adjuncts. Dr. Carr does not know about DeVry’s Gen Ed curriculum, but FAC Chair Shawn Schumacher teaches a lot of English classes right now at the dual-credit high school in Ravenswood.

Senator Gravitt asked if anyone knows whether WIU’s food bank is still operating. Chair Robinett responded that it is still being operated out of Horrabin Hall (<https://www.wiu.edu/pantry/>).

III. Reports of Committees and Councils

A. Council for International Education (CIE) (Tahir Khan and Brian Locke, Co-Chairs)

1. Proposed New Multicultural Perspectives Course Approval Process

Dr. Locke attended to represent CIE. The Council has created a request form that can be used to submit requests for the new Multicultural Perspectives designation for new or existing courses. Chair Robinett expressed his appreciation to those serving on CIE. He has attended a few of their meetings and participated in some very thoughtful conversations. He said the council is very thorough in regard to what they are trying to achieve.

NO OBJECTIONS

B. Council on Curricular Programs and Instruction (CCPI) (Amy Burke, Chair)

1. Response to Executive Committee Charge to Consider Addition to Course Syllabus Policy in Regard to Course Objectives

Chair Burke reported that CCP had two discussions on this topic at two consecutive meetings before determining that no changes to the existing Course Syllabus Policy is needed. She related there was a lot of discussion about the differences between course objectives and learning outcomes, but Amy Mossman, WIU's faculty liaison to the HLC, said the HLC uses the terms interchangeably. Chair Burke related that Interim Associate Provost Christopher Pynes, who represents the Provost's Office at CCPI meetings, said that "learning outcomes" is more of an assessment term.

Chair Burke related that CCPI did not think there was any need to change the Course Syllabus Policy since it already requires that course objectives be included on course syllabi in Item 1. She said one of HLC's main concerns was that courses with more than one section have the same course objectives or cover the same types of things, but CCPI did not think a statement regarding this would fit well in the Course Syllabus Policy. She related that CCPI instead decided such a statement would be appropriate on request for new course forms and in the council's policies and procedures document. She added that Linda Prosis, who attends CCPI meetings, will craft a statement that can be added to those later this semester or early next year.

NO OBJECTIONS

Chair Burke recognized that CCPI has many curricular items for consideration today, but at its next meeting this Thursday, March 27, it will be considering over 70 different curricular requests. She said while many of these are changes to existing courses, there are some new course requests as well as some combining of existing courses.

2. Curricular Requests from the School of Communication and Media

a. Request for New Course

i. COMM 360, Media Literacy, 3 s.h.

NEW COURSE APPROVED

b. Request for Change of Minor

- i. Social Media

CHANGE OF MINOR APPROVED

3. Curricular Requests from the School of Accounting and Business Administration

a. Request for New Course

- i. ECON 409, Fundamentals of Intermediate Economic Theory, 3 s.h.

Chair Robinett observed that this course is moving from a graduate course to undergraduate. He asked how the course is being changed to accommodate this. Jessica Lin, Director of the School of Accounting and Business Administration, explained that the graduate version of this course was actually a deficiency course intended to get students in the graduate program up to speed on prior undergraduate knowledge. She said because of this, there were really not a lot of modifications needed. She added that this course will replace five intermediate theory courses; she suspects there will be more focus on policy and less on the technical aspects given the diversity of the student population. Senator Hunter asked, since there will be five courses taken out of the rotation, whether changes in majors will be forthcoming. Dr. Lin replied that they will; many changes of majors and minors will come before CCPI on Thursday. Senator Petracovici asked if the school will be seeking a G for this course. Dr. Lin replied that they will, which is why this course was sent ahead of the other curricular requests so that it can then go forward to the Graduate Council, which only meets once a month, to request that designation. Senator Petracovici observed that this course is being demoted to undergraduate but the G will be retained for the deficient students. Dr. Lin explained there will no longer be a Master in Quantitative Economics, so the only graduate students who will take this course will be those who want an MBA with Econ concentration.

NEW COURSE APPROVED

4. Curricular Requests from the Department of Psychology

a. Request for Change of Major

- i. Psychology

Senator Hunter observed that many courses, such as BIOL 100 and 101, are being removed from the University General Education category of the Psychology requirements. Psychology Chair David Lane explained the College of Arts and Sciences Bachelor of Science degree has had a requirement that students had to take basically a two-course sequence, which was already baked into many of the courses students already took, although not for Psychology. He said previously students would have to take BIOL 100/101 or BOT 200/ZOOL 200, etc. He stated that since the college will no longer have a separate Gen Ed requirement from that of the university, Psychology is just getting rid of these courses to bring the degree into line. Chair Robinett added that Faculty Senate will see a lot of this as colleagues in Arts and Sciences bring forth their changes of majors. Senator Petracovici added that the whole sequence was previously required so now the whole sequence is being removed.

CHANGE OF MAJOR APPROVED

b. Requests for Changes of Options

i. Forensic Psychology

Senator Wipperling asked how PSY 434, Substance Abuse Treatment Approaches and Techniques I, is different from PSY 334, Perspectives on Substance Abuse. Dr. Lane responded they are part of a sequence. Senator Wipperling asked if 434 would be added as a new course for this option. Dr. Lane responded that it currently exists but is changing categories on the form. Senators Hunter and Wipperling asked if PSY 451, Personality, is being replaced by PSY 434. Dr. Lane responded that it is not; it may appear that way on the form because things got a little out of alignment.

FORENSIC PSYCHOLOGY OPTION CHANGES APPROVED

ii. Psychology

PSYCHOLOGY OPTION CHANGES APPROVED

5. Curricular Requests from the Department of Sociology and Anthropology

a. Requests for Changes of Major

i. Anthropology

Senator Gravitt asked if it is typical to have only 30 hours of the topic in a major and allow 80 hours to be taken from anything. Tawnya Adkins Covert, Chair of the Department of Sociology and Anthropology, replied that it is because the requirements for Bachelor of Arts are different in terms of the number of courses that must be taken within the major, so this major meets the requirements for the BA. Senator Gravitt asked if this would not be considered a comprehensive major because it requires a minor; Dr. Adkins Covert confirmed that is correct.

ANTHROPOLOGY CHANGE OF MAJOR APPROVED

ii. Sociology

SOCIOLOGY CHANGE OF MAJOR APPROVED

6. Curricular Requests from the Department of Speech Pathology and Audiology

a. Requests for New Courses

i. SPA 333, Autism Spectrum Disorder and Sensory Regulations,
3 s.h.

Chair Burke informed senators that this course will also be considered for WID inclusion during the WID Council report.

Senator Hamner asked if any thought had been given to the course title. He noted that while the DSM-5 uses ASD and the word “disorder,” he wonders if it is worth considering using “neurodiversity,” a term used later in the proposal, in the course title instead. He has noticed a shift occurring in this direction in a lot of discourse and wonders if that rewording might be helpful. Chair Burke responded the department does use “neurodiversity” in their teaching right now, but because the DSM still refers to Autism Spectrum

Disorder, the department wanted to keep that terminology for the course. She noted the title also refers to sensory regulation, so they will be referring to ASD in other ways, but the language all goes together. She added that children who have autism are still referred to as autistic children at this time; they have neurodiversity, but autism is a specific diagnosis.

Senator Hamner remarked that what he is seeing when scanning through organizations of scholars is a move away from emphasizing the word “disorder” wherever possible. He wondered if the use of this word accomplishes something for accreditation or something similar. Amanda Silberer, Chair of the Department of Speech Pathology and Audiology, responded it is not necessarily for accreditation; it is more for children with IEPs, especially in light of all the changes happening to the Department of Education. She added that the department is hoping to create an option for a Speech Language Pathology Assistant (SLPA), which is later on the agenda and requires this course. She thinks it is important that, until “neurodiversity” is used across the board in the Department of Education, “autism spectrum disorder” continues to be used, as it is in the DSM.

Senator Hamner said he is certainly not going to raise an objection in an area that is not his expertise; he simply wanted to ask questions in case that could be helpful. Dr. Silberer said her department does not disagree with his point. Chair Robinett remarked that as the DSM changes and the Department of Education and IEPs are updated, this is something the department could put through as a change of title later on. He thanked everyone for the discussion and keeping senators sensitive to the realities that have to be negotiated.

SPA 333 APPROVED

- ii. SPA 339, Introduction to Augmentative and Alternative Communication, 3 s.h.

Senator Melkumian observed that there are three new courses being proposed but no new faculty. She asked how this will be handled. Dr. Silberer explained that one of the three, the clinic course, had to be changed because the majors who will choose the new SLPA option will not have the 3.0 GPA. She said the addition of this course will not change anything because these students are already present, so they would be supervised no matter what. Dr. Silberer said the other two courses will not put faculty into overload because the person who will teach the new SPA 333 is not currently teaching; this will be her first class that she will teach. She added that some classes have been switched around so that the other faculty member will not be in overload either; the department decreased their clinic loads so that the courses can be met.

SPA 339 APPROVED

- iii. SPA 489, Clinical Fieldwork in Speech Language Pathology, 1 s.h.

SPA 489 APPROVED

- b. Request for Change of Major
 - i. Speech Pathology and Audiology

Senator Wipperling asked what “move to option courses” means. Chair Burke replied it means that certain option courses will be moved to the additional option, which will be coming up for consideration next.

Senator Hunter observed that the University Gen Ed says students can take either BIOL 100 or ZOOL 200. He asked if those courses are closely related. Dr. Silberer replied this is an accreditation issue; their national accrediting organization, the American Speech, Language, and Hearing Association, requires some of these classes, and those are two that meet those requirements. She added that PSY 100 and STAT 171 are also required, so these are not optional but must be on there. Dr. Silberer often tells students not to decide not to come to WIU because they will have to take STAT 171 because they will have to take it at whatever university they attend.

CHANGE OF MAJOR APPROVED

- c. Request for Additional Option
 - i. Speech Language Pathology Assistant

ADDITIONAL OPTION APPROVED

B. Council on Writing Instruction in the Disciplines (WID) (Nathan Miczo, Chair)

- 1. Request for WID Designation
 - a. SPA 333, Autism Spectrum Disorder and Sensory Regulations, 3 s.h.

WID DESIGNATION APPROVED

C. Council on General Education (CGE) (Alisha White, Chair)

- 1. Requests for Inclusion in General Education

Physics Chair Kishor Kapale explained that PHYS 114 and 115 form a sequence of algebra-based physics courses, and PHYS 211 is the first of the calculus-based courses. He said all of these were approved by IAI earlier this year, and the department is now following the procedure to get them reapproved as Gen Ed.

- a. PHYS 114, Applied Physics I, 4 s.h.
- b. PHYS 115, Applied Physics II, 4 s.h.
- c. PHYS 211, University Physics I, 4 s.h.

GEN ED INCLUSON APPROVED FOR ALL THREE

IV. Old Business - None

V. New Business

A. For the Good of the Body

Senator Hunter remarked that some forms ask for library resources, and it has become pretty standard to indicate that none are required or not applicable. He asked why that question is included if no one wants to address that. Parliamentarian Bowers Sharpe, who currently serves on CCPI, responded that in going through all of the CCPI forms for revision last year, the decision was made to use the IBHE language so that the response could not simply be yes or no but requires people to actually think about whether the library has the materials they need. Senator Hunter observed that despite the language on

the form, people continue to skip responding to it. Parliamentarian Bowers Sharpe responded that CCPI hoped that by changing the language of the question, people would engage with it more fully.

Senator Wipperling announced that the Department of Theatre and Dance will perform “Noises Off” a three-act comedy/farce, on April 3-5 at 7:30 p.m. and April 5-6 at 2:00 p.m. in Hainline Theatre.

Motion: To adjourn (Gravitt)

The Faculty Senate adjourned at 5:32 p.m.

Respectfully submitted,
Annette Hamm, Faculty Senate Recording Secretary