

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

**A C T I O N   M I N U T E S**

**SENATORS PRESENT:** M. Allison, B. Bellott, V. Boynton, S. Czechowski, J. Franken, R. Hironimus-Wendt, A. Hyde (via teleconference), N. Lino, B. Locke, S. Macchi, H. McIlvaine-Newsad, K. Pawelko, B. Perabo, R. Porter (via zoom), S. Rahman, T. Roberts, S. Rock, S. Saddler, M. Sajewski, D. Sandage, C. Tarrant, F. Tasdan  
Ex-officio: Kathy Neumann, Interim Provost; Tej Kaul, Parliamentarian

**SENATORS ABSENT:** J. Plos

**GUESTS:** Katrina Daytner, Dennis DeVolder, Anita Hardeman, Pete Jorgensen, Debbie Kepple-Mamros (via teleconference), Angela Lynn, Madison Lynn, Sue Martinelli-Fernandez, Kristi Mindrup (via teleconference), Greg Montalvo, Russ Morgan, Jill Myers, Nancy Parsons, Bill Polley, Joe Rives (via zoom)

I.     Consideration of Minutes

A.     March 6, 2018

**MINUTES APPROVED AS DISTRIBUTED**

II.    Announcements

A.     Approvals from the Provost

1.     Approvals from the Provost

a.     Requests for New Courses

- i.     CS 472, Introduction to Big Data, 3 s.h.
- ii.    CS 478, GPU Programming, 3 s.h.
- iii.   IS 345, Foundations of Information Technology Service Management, 3 s.h.

b.     Requests for Changes of Majors

- i.     Computer Science
- ii.    Cyber Security
- iii.   Information Systems

c.     Request for Change of Minor

- i.     Theatre

d.     Request for Change of Option

- i.     Music Therapy

B.     Provost's Report

- The Distinguished Faculty Lecturer presentation will be held at 7:00 tomorrow night (March 28) in the COFAC Recital Hall.
- The deans will present their annual reports and lists of budgetary requests all day tomorrow (March 28) in Horrabin Hall 1. Interim Provost Neumann invited senators to

attend all of the presentations or only the ones from their colleges. Vice Presidents will give their reports on May 3 and 4.

- Pre-registration for summer and fall classes begins Monday, April 2.

C. Student Government Association Report  
(Madison Lynn, SGA representative to Faculty Senate)

Ms. Lynn reported that SGA will be busy over the next few weeks with elections. Instead of the regular cabinet and senate meetings tonight, SGA will hold a candidate meet and greet at 6:30 followed by a debate at 7:00 in the Union Capitol Rooms. Voting will be held April 2-6 on Purple Post with results announced April 6 at 5:00 p.m. in the Sandburg Lounge.

The State of the Student Address will be held April 10 at 4:00 p.m. in the Sherman Hall Auditorium.

Chairperson Rock asked if there was any update on the progress of recently discussed SGA bills. Ms. Lynn responded that there is no update; the survey has not yet been made active, and there has been no progress made on the bills.

D. Other Announcements

1. Higher Values in Higher Education 2017-27  
(Joe Rives, Vice President for Quad Cities and Planning)

Vice President Rives was in Chicago and met with senators via zoom. He told them the review is a process of shared governance where the different constituency groups – students, faculty, and staff – come together to say where the University should be in the next ten years. He explained that annual Strategic Plan Updates will be presented as the University moves forward over the next decade in order to share what specifically the University will be moving ahead on in the next year.

There were six points of contact for this report. In October 2017, Vice President Rives introduced, through the Strategic Plan Update, the 60 members of the Social Responsibility Task Force that are responsible for drafting Higher Values in Higher Education 2017-27. Vice President Rives explained he is at Senate to listen, collect feedback, and work with the Task Force, but he is not the author of the document. In November 2017, the University community was provided with 51 data sources that were environmentally scanned to see what the challenges will be for the next decade. In December 2017, information was presented on minority demographic enrollments. There was a call for University and community feedback to the draft strategic plan in both the February and March Strategic Plan Updates, but very limited feedback was received.

Vice President Rives told senators the Social Responsibility Task Force knows there is a lot of data in this edition of the strategic plan; it is a discussion draft because, in addition to the changes recommended by senators today, a lot of the data included in the current draft will be pulled out of the final document. He added the data was included so that the University community could have empirical, informed discussions about where WIU currently is and where it is going. Vice President Rives said the strategic plan will guide WIU through the reaccreditation process next year. The Higher Learning Commission looks for evidence of whether universities are engaging in environmental scanning.

Vice President Rives pointed out that the strategic plan tends to be more descriptive than proscriptive, so the document may not go as deep as some individuals would like on certain topics. He said the reasons for this are 1) additional help from the University community is needed to work on the document, and 2) there is a need to hear from the subject matter experts because the task force can look at the institution as a whole but does not have all the answers

to everything. Vice President Rives told senators he will probably take a lot of notes and may not have many responses at this time.

Chairperson Rock stated that Senator Boynton has done a great job of going through the document; Vice President Rives has been in Chicago and has received Senator Boynton's emails but has not had time to respond. Senator Boynton remarked that page 6, action item 8.a. mentions working with an enrollment consultant, which the University did previously with Noel-Levitz. She wonders if the institution is considering doing this again. Vice President Rives responded that this refers to an enrollment processing consultant who would make sure the University is working efficiently and using best practices, which should not involve the exorbitant cost or scope of Noel-Levitz. Senator Boynton asked if this is not why the University has an admissions director. Vice President Rives responded that WIU is challenged by decreasing enrollments, so it seemed best to get an outside look.

Senator Boynton pointed out that on p. 9, action item 12 says that "Expanded student enrollment will be achieved by diversifying the campuses," and she wonders what this means. She is unsure if this refers to diversifying the curriculum, pedagogical techniques, faculty, ethnic make-up, genders, sexual orientation, or other factors since all these things are related to student recruitment. Vice President Rives replied that he will take this back to the task force.

Chairperson Rock observed that p. 9 mentions rebranding of the Bachelor of General Studies (BGS) program and he wonders what that term means. Vice President Rives responded this began from meetings with the military who told University representatives they want "degrees that lead to destinations." They do not understand what the BGS is or what students can do with it. Vice President Rives related that peer institutions were searched for similar programs, which some peers refer to as a Bachelor in Organizational Development or in Professional Studies. He said it is not clear that General Studies is a name that means something to WIU's external constituents.

Senator Rahman remarked on p. 9, action item 13, "Increasing the number of international agreements and international student enrollments." She said her first response is that this is great, but she wishes her international students had more English as a Second Language instruction, and she does not feel they are getting a lot right now. She would like to see more resources put toward that beyond WIU.

Senator Roberts remarked that on p. 9 it states the University will "reinvest in programs demonstrating growth and high growth potential." He asked how high growth potential will be demonstrated. Vice President Rives will have to return with that answer.

Senator Allison observed that on p. 7, action item 10b talks about "Launching a task force with the objective of relocating the Centennial Honors College to high profile locations on both campuses." She was told a month ago that the Honors College was moving into the upper space of Simpkins Hall, which took the Department of English by surprise. She wonders if there is a task force finding a place or if that place has been found. Vice President Rives believes the space has been found, so that needs to be restated. College of Arts and Sciences Dean Sue Martinelli-Fernandez said she met with the Department of English on February 25 or 26 to let them know that Simpkins was identified as the locus for the relocation of the Honors College. She is hearing it is not clear where in Simpkins the relocation will occur, but she did meet with the department and had that conversation. She has learned there is a task force that will identify the specific location within Simpkins. Senator Macchi asked if there will be an Honors College office in the Quad Cities as well since the item talks about finding a location on both campuses. She added that currently there is only an Honors College advisor at WIUQC and she wonders if the University plans to invest money to have a permanent staff member there. Interim Provost Neumann responded the details have not yet been ironed out

and discussions are still ongoing, but there is interest in having a more enhanced presence on the Quad Cities campus.

Senator Czechowski commented on p. 6, action item 8.a., working with an enrollment consultant. She said yesterday's *New York Times* op ed stated that "The college graduation rate for these poorer students is abysmal. It's abysmal even though many of them are talented teenagers capable of graduating. Yet they often attend colleges with few resources or colleges that simply do a bad job of shepherding students through a course of study." She noted that WIU has a problem with retention of the students that are constantly being recruited. The article mentions that Georgia State and a network of 11 colleges are working together and sharing success stories about how to increase retention rates. Senator Czechowski believes that hiring another organization or firm to tell the University what to do should be weighed against the opportunity to realize that WIU has a different clientele and needs to work with them differently. She added that state universities around the country are working together to increase retention and asked if working with other institutions has been considered as an alternative. Vice President Rives responded affirmatively. He received an invitation yesterday from Governor's State to do something similar for the state of Illinois. He asked Senator Czechowski if he can read the *NY Times* article to see how it might line up with Illinois because he is interested in working on what Senator Czechowski is suggesting. Senator Czechowski stated it was a very timely article. She hates to see WIU spending money on somebody to come in when the University already knows what its problems are. She has spoken with Senator McIlvaine-Newsad during Executive Committee meetings about bringing in a grant writer and establishing a summer boot camp for FYE, but she sees the University would prefer to pay another enrollment consultant.

Senator Perabo said she was interested in several different data points on p. 8. She noted the six-year graduation rate is higher than predicted based on entering student preparation variables. On p. 11 she saw that WIU was recognized for contributing to the public good in the area of social mobility, including graduating low-income students. She wonders how this stacks up against the statistic on p. 15 listing the top six reasons students do not persist at colleges and universities nationally. She noted that #2 in the list notes that "60% of students take remedial classes, and less than 25% of these students graduate." She thinks a 25 percent graduation rate is a horrifying statistic. She asked if WIU compiles statistics of its students who take remedial classes; if not, she thinks this is something the institution should be tracking and that this information should be part of this report, for better or worse. She suspects WIU's rate is not as low as 25 percent, but she thinks this is where the institution needs to be spending its money.

Senator Roberts remarked that action item 3 on p. 12 talks about "Forming a task force to evaluate the effectiveness of the academic component of the First Year Experience." He asked what "effectiveness" means in this document and if it is considered to be a measurable term. Vice President Rives responded he would have to turn to the Senate for this answer because Faculty Senate has formed the task force for this. He thinks he will need some help to better write this. Chairperson Rock offered to share with Vice President Rives the goals and objectives of the Senate's ad hoc FYE Program Review Committee.

Senator Allison remarked that on p. 12, action item 6 talks about "supporting accomplishments" through promotions and tenure. She noted that promotions and tenure are something that is earned, and she does not see how that promotes accomplishments; faculty either earn promotion and tenure or they do not. Senator Allison is also not sure what it means in this section to support accomplishments through "awards recognizing excellence at the department, college, and university levels." She wonders if this is referring to the outstanding faculty awards, to monetary awards, or to something else. Senator Boynton wonders if the support for promotion and tenure could be something like providing funding for probationary faculty to attend conferences and make presentations, which faculty are required to do in order to earn promotion and tenure. She thinks that to say the University is supporting this means

providing financial assistance or supporting research. Senator Allison thinks this is different than saying “supporting accomplishments through” promotion and tenure; if what Senator Boynton suggests was true, the wording would be “supporting accomplishments to promotion and tenure” rather than “through.” Vice President Rives asked if this section should refer more to support structures and allocations so that faculty can earn tenure. Senator Boynton replied affirmatively, adding that when she was a junior faculty member there was a lot of support for these kinds of things but she is not sure that support is there any more. Vice President Rives stated that for the awards reference the task force was thinking about the Provost’s Awards for Excellence and the WIUQC Values of Practice awards. Senator Rahman observed that there are awards at the college and University levels but she does not think there are faculty awards at the departmental level. Interim Provost Neumann responded that some departments do have awards. Senator Rahman pointed out that the way this statement is written implies that the University has many awards.

Chairperson Rock asked what action item 4 on p. 12 refers to: “Supporting the use of release time, tuition waivers, and other University benefits for faculty and staff to advance their educational pursuits.” Vice President Rives replied that all employees have tuition waiver benefits. A couple of Unit B faculty have gone on to pursue their Ph.Ds. He said this would encourage support of educational leaves to pursue these types of studies for a period of time.

Senator Boynton asked about the second paragraph on p. 11, which states “With a strong resource base to recruit and train an excellent faculty and staff representative of the diverse and global society, we will continue to support high-achieving employees who advance the vision, mission, values, goals, and priorities of the University.” She wonders if it is wishful thinking to say that WIU has a strong resource base because it does not seem that the University has one right now. Vice President Rives will take this back to the task force to see what they meant.

Senator Boynton pointed out that Priority 1, action item 1, on p. 11 discusses “Engaging in new actions designed to increase the recruitment and retention of high-achieving, diverse faculty and staff.” She asked if there are examples of what kinds of new actions are envisioned. Vice President Rives replied this will need to go back to the committee for response; making sure junior faculty can travel so that they can do what is needed in order to achieve tenure, which was mentioned earlier, might be one example.

Senator Boynton observed that Priority 1, action item 1, on p. 12 is “Continuing to support contractual agreements that place instruction as the highest priority of faculty.” She noted that this is what is already done now and asked if the statement represents a means to keep that in the contract in future. Vice President Rives responded this is what the University continues to do; the task force thought was that this is what the vast majority of faculty time is spent on. He does not like to couple the contract with strategic planning because the strategic plan is not a contractual document.

Senator Boynton pointed out that action item 2 on p. 12 talks about “Maintaining low student-to-faculty ratios and small course sections.” She asked how the University will define low ratios and small sections and whether this means the University will no longer punish faculty with small course sections, as is done now. Vice President Rives responded he will take this back to get more concrete answers. He added the intent was not to punish any faculty for anything; it was meant more to indicate that classes should be small enough for individualized learners to get personalized attention. Senator Boynton agrees this is the best situation but is often not what faculty are pushed to do when there are minimums, not maximums, to being able to offer a class.

Senator Allison observed that on p. 13, action items 12 and 14 talk about “Supporting faculty and staff travel to professional associations, conferences, and workshops” and “Augmenting institutional resources to encourage and promote research, creative, and scholarly activities

with special emphasis on new and junior faculty members.” She wonders what level this support will be because that matters. She also wonders how it is prioritized and how much is set aside for this. She is unsure if a junior faculty member can get through tenure for the amount of money they are allocated. Senator Bellott added that this does not take into account that there is no funding for travel to conferences unless the faculty member presents at the conference, but conference attendance is beneficial for junior faculty, even when they do not present.

In reference to enrollment figures on p. 8, Senator Roberts asked, since it is known that the population of graduating seniors in Illinois high schools is declining, whether there is real growth potential for investment in dual enrollment programs during a time of limited resources. He asked how much investment is intended in order to try to grow this population and whether this should be a University priority. Vice President Rives replied a dual enrollment program was recently piloted at Cambridge High School. When English Department Chair Mark Mossman asked students the first week of classes how many were planning to attend WIU after graduation, none of the 17 raised their hands, but by the end of the class six or seven were planning to attend WIU. Vice President Rives agrees it is a valid point that the University needs to monitor closely to see if this is something that can yield enrollments; one class does not set a trend, but one class was favorable. He told senators that it will be announced Wednesday, March 29 at WIUQC that the University has been given funding from the Moline Foundation to pay the tuition for Quad Cities high school students to take Agriculture classes at WIUQC. He observed that there are no University farms near the Quad Cities, so this will serve to highlight the program in Macomb. Students will take a couple of classes at WIUQC and transfer to the Macomb campus. Vice President Rives stated that by having dual enrollment programs as a University priority, it appears that these are being highlighted, but he agrees that a careful watch needs to be kept on these programs given limited resources to make sure that the University is seeing a return on its investment.

Parliamentarian Kaul remarked that the name of the strategic plan is Higher Values in Higher Education 2017-27, but a lot of the questions from senators are based on what he finds missing in this document – the kinds of projections the University is making. He does not see anything about student enrollment projections for 2017-27. He noted that a lot of the items in the document are based on the level of funding, but he does not see what is projected for 2027 or what funding was for 2017. He suggested that a section be added early in the document to discuss the projections that the strategic plan is based upon. He added that in the absence of any projections, people are left to interpret the document in whatever way they want.

Senator Allison observed that p. 8 says there has been a 42 percent increase in online enrollment from FY13 to FY17. She wonders if there is a way to show that there is an actual demand for these types of classes. Senator Allison related she has taught an online class more regularly in the past three years, which means the enrollment has increased, but she is not sure that the demand has increased because students were shifted from an in-person class to online. She believes there are a lot of students in their dorm rooms on their computers taking classes that would have previously been in a classroom seat. Senator Allison is concerned with the retention rate for online classes; the drop-off rate for her online class is much more dramatic than for her in-person classes. She stated that there may be an increase in demand, but if students do not complete the classes the University has done nothing for those students.

Senator Boynton remarked that on p. 15, action item 2.a. discusses enacting strategies to increase retention and graduation rates for mid-range students. She asked if there are any examples of what those strategies might be or if the process will be to figure that out. Vice President Rives responded he will take this question back to the task force.

Senator Allison asked about action item 22 on p. 14, “Providing user-centered library services and resources to support student, faculty, staff, and community patrons.” She wonders how

this will be accomplished when the University is already reducing hours and not replacing librarians.

Senator Pawelko observed that p. 5, action item 5 is “Implementing strategies to capture a greater market share of enrollment from the University’s immediate 16-county service region.” She asked if thought has been given, projecting over the next decade, to expanding beyond the immediate 16-county region. She referenced to an article in the *Western Courier* stating that some students in the Springfield area have never heard about WIU and would welcome Admissions representatives reaching out to them. She wonders if the 16-county region is becoming saturated; it includes a large farming community, and perhaps WIU needs to tap into other areas with cities and suburbs for additional students.

Senator Rahman asked if the goals on p. 3 are in order, with enrollment the first priority and retention/recruitment of faculty and staff the second priority. Vice President Rives responded there is no goal order implied in this list; past practice has been to list student recruitment, then faculty/staff, then cascade into the University’s values. He offered to juxtapose the list if that would make more sense to senators. Senator Rahman thought the list was in order because she knows enrollment is a top priority and because the University lost 101 faculty between 2014 and 2016. She pointed out that there were a few layoffs, but not 101. She agrees that retention and recruitment of faculty should be the number two priority after enrollment. She agrees a document such as this one should be about the University’s priorities, and when it says something is the number one or number two priority, that means something, but if the list is random, it means less. Senator Roberts remarked that the reference to “recruitment and retention of world class faculty and staff” seems to need some statement detailing how the University will retain world class faculty and staff.

Senator Pawelko remarked that on p. 7, action item 10 talks about positioning the Centennial Honors College at the forefront of the University. She observed that the University recently achieved its 1,000<sup>th</sup> student in the Honors College, but there are standards established by the National Collegiate Honors Council that perhaps should be looked at in terms of quality and attracting students. She stated this correlates with increasing the number of honors courses and enrollments (action item 10.a.). She thinks that if the University is looking at expanding the Honors College, it should also consider expanding the opportunities for other departments to offer honors courses because the present system may limit that due to ACE loads. She explained that department chairs must consider ACE loads, which means looking at their budgets in order to determine if they can release a faculty member to offer an honors course, and some departments may not be as well positioned to do that as others. She thinks there may be an overabundance of honors courses in certain colleges or areas and a dearth of honors courses in other colleges or areas, and honors students may not be exposed to a wide range of disciplines as a result of this. Senator Pawelko noted that WIU has moved from an honors program to an honors college, but WIU’s Centennial Honors College is not exactly at the college level, according to the National Collegiate Honors Council standards. She added that the move of the Honors College should take these other things into consideration as well.

Senator Boynton pointed out that action item 7 on p. 19 speaks to “supporting a broad-based National Collegiate Athletic Association Division I and Football Championship Series varsity intercollegiate athletics program.” She is not clear on whether WIU is funding the football program or whether the football program is funding the University; she asked whether the University spends more on football or if football makes money for the University. She pointed out that this item talks about “funding commitments to support our athletic program at a level that allows student-athletes to be successful and competitive within our respective conferences and nationally,” and she wonders about that funding. Vice President Rives responded he will have to get back to the Senate about this but he knows there is a limit as to how much can be spend on athletic programs. Senator Allison remarked that because football is the only sport that is singled out in this section, it seems to run against Title IX. She thinks the document

should highlight women's sports as well. Senator McIlvaine-Newsad thinks this is particularly true since WIU's Women's Basketball team made it to the Sweet 16 last year.

Senator Czechowski remarked on p. 16, action items 5.a. and 5.b. discuss "providing comprehensive academic and counseling services" and "supporting a comprehensive substance abuse educational program." She asked if this is a reference to the new Academic Success Coach, Lisa Melz-Jennings and whether this service is going to be expanded. She noted that there is currently only one person in this position, and she can only work with a limited number of students. Interim Provost Neumann responded she thinks the action item is more comprehensive than that; comprehensive academic advising runs the gamut of all advising, not just for those students that may need more high touch or intrusive advising. She added the University is preparing to hire another half-time success coach for University Advising, with the help of College of Arts and Sciences Dean Martinelli-Fernandez.

Regarding counseling services, Senator Czechowski hears from students that it takes too long to get an appointment with the Counseling Center. She wonders how counseling services are being supported and what the plan is for providing them in the future. Interim Provost Neumann responded that the Counseling Center falls under Student Affairs, but she can take these concerns back to that vice presidential area. Regarding "supporting a comprehensive substance abuse education program," Senator Czechowski asked what the University does to combat the opioid crisis at WIU. She knows that many students go to Peoria and other places to get methadone and buprenorphine to treat their addictions. She wonders if there is anyone at WIU educated in how to use suboxone in case there is an overdose or if only the Macomb Fire Department is familiar with this drug. Interim Provost Neumann replied this is another question that will need to be addressed to Student Services. Vice President Rives will talk to Vice President Williams and Beu Health Center about what the University's Alcohol and Other Drugs Resource Center is doing. Senator Czechowski related she has sent students to Beu for help and there was no help provided. Senator Allison suggested action items 5.a. and 5.b. on p. 16 should also include something about services available for victims of sexual assault. Senator Boynton is curious about action item 5.c., "Providing late night and alternative programming to promote healthy lifestyles." Vice President Rives stated that he will look into providing some examples.

Senator Boynton remarked that action item 3.b. on p. 20 discusses "Supporting educational opportunities designed to raise awareness of social, environmental, and sustainability issues," and she wonders what kinds of opportunities the task force has in mind. Vice President Rives responded that English professor Amy Mossman is very knowledgeable and vocal about this, and he will get some examples.

Senator Sandage noted that p. 10 states that "We remain the only Illinois public university that guarantees to cost increases for students for four years..." and it should state "...no cost increases..." On p. 15, in the box Top Six Reasons Students Do Not Persist at Colleges and Universities Nationally, the third item states that "2/3rds of students who dropped out cited the lack of academic or cultural fit with an institution," and she wonders what is meant by "cultural fit." She thinks that sociologists and anthropologists sometimes read that term differently than others. Vice President Rives responded the number one factor in the article from which this information was taken was the size of the institution – institutions that are too small or too large for students' preferences for learning. The number two factor was amount of student-faculty engagement. He will ask that this be made clearer in the rewrite.

Senator Sandage related that she happened to walk behind a group touring the Macomb square during Discover Western on President's Day and overheard one of them saying positive things about WIU but wondering why anyone would want to come to Macomb. She added the individual leading the group said that more things were closed than normal on the square due to President's Day, but Senator Sandage wonders if the University can work with the community to build up the square again because visitors do not see anything there for them.



Senator Boynton agreed there seem to be a lot of closed stores. Senator Sandage reiterated that the students liked the people they met at WIU but did not think they wanted to live here.

Senator Allison remarked that point 1 (stabilize enrollment at 10,000 students and continue enrollment growth) on p. 3 makes her wonder how enrollment is to be stabilized. She also wonders how the University plans to advance educational opportunity by increasing graduation and retention rates and decreasing time-to-degree (point 4). She stated that if these answers are in the document, they did not jump out at her. Senator Rahman pointed out that items 2 and 7 on p. 3 did not have an a. and b. attached to them.

Vice President Rives thanked senators for their feedback and promised to take it back to the task force. He plans to share notes with the Senate Recording Secretary to make sure that he heard all of the recommendations and prepare a document showing how the task force responds to each comment before he returns with the final draft. At that time Vice President Rives will ask for the Senate's endorsement of the strategic plan as a collective body. He will ask the same of all governance groups before taking the document to the Board of Trustees. He acknowledged that senators have taken a lot of time to tell the task force where the document needs to be improved as it goes from discussion draft to final draft. He asked that if senators have specific examples for those areas which seemed to need them, that they email him that information.

2. There will be a forum for UPI candidates on Monday, April 2 from 11:30-12:20 in the Sandburg Lounge and from 4:00-5:00 in Stipes 201. Chairperson Rock will monitor the forum as a neutral party. He told senators there are several UPI candidates for a number of positions, and this will be an opportunity to listen and ask questions. UPI will be in charge of publicity and will send information to the collective bargaining unit.
3. Rumen Dimitrov, Mathematics and Philosophy, was recently elected to fill a one-year At-large seat on Faculty Senate in Fall 2018. This completes the Faculty Senate elections to fill Fall 2018 vacancies.

Senators elected for Fall 2018 include:

- College of Arts and Sciences (3-year term)
    - Christopher Pynes, Mathematics and Philosophy
  - College of Business and Technology
    - Jason Franken, Agriculture (2-year term)
    - Martin Maskarinec, Computer Sciences (3-year term)
  - WIUQC Senator (3-year term)
    - Khaled Zbeeb, Engineering
  - Macomb Senators At-Large
    - Rumen Dimitrov, Mathematics and Philosophy (1-year term)
    - Brian Bellott, Chemistry (3-year term)
    - Sean Cordes, University Libraries (3-year term)
4. Distinguished Faculty Lecturer Rajeev Sawhney will speak on "Greening the Supply Chain: Promoting Environmentally and Socially Sustainable Economic Development" at 7:00 p.m. Wednesday, March 28 in the College of Fine Arts and Communication (COFAC) Recital Hall and at 3:00 p.m. Wednesday, April 4 at WIU-QC, Riverfront Room 103-104.
  5. Provost candidate visits began last week. George Arasimowicz visited the campuses on March 22 and 23; Dirk Schlingmann will be in Macomb on March 29 and in the Quad Cities on March 30; Vimala Pillari will be in Macomb on April 9 and at WIUQC on April 10; and Yi Li will be in Macomb on April 16 and at WIUQC on April 17. Itineraries and CVs can be found at [www.wiu.edu/employment/provost](http://www.wiu.edu/employment/provost).

6. President Thomas will meet with the Senate Executive Committee on April 3 and with the full Senate on April 10. The President meets with both the Executive Committee and Faculty Senate at least once each semester.
7. Senator Boynton announced that the fifth annual History Month Panel will be held at 4:30 tomorrow (March 28) in the Library Garden Lounge. The theme for Women's History Month this year is "Nevertheless, She Persisted." Peter Cole will speak on Africa; Febe Pamonag will speak on Asia; Ute Chamberlin will speak on Europe; and Senator Boynton will speak on the United States. The panel discussion will be followed by questions and answers.

### III. Reports of Committees and Councils

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

1. Curricular Requests from the Department of Communication
  - a. Request for New Option
    - i. Organizational Communication  
**NEW OPTION APPROVED**
  - b. Request for Change of Option
    - i. Communication Studies  
**CHANGE IN OPTION APPROVED**
2. Curricular Requests from the School of Law Enforcement and Justice Administration
  - a. Request for New Course
    - i. FS 492, Honors Internship Project, 3 s.h.  
**NEW COURSE APPROVED**
  - b. Requests for Changes of Majors
    - i. Fire Protection Services
    - ii. Law Enforcement and Justice Administration

Senator Boynton asked what the WID courses are. Law Enforcement and Justice Administration Director Jill Myers replied the WID courses are listed under Directed Electives and are indicated with dagger symbols. She said many students take more than one WID course, which is why only one is required and the rest are electives. She added the WID courses students take depends upon what future job they wish to pursue since they include seminars on policing, the court system, corrections, security, and probation and parole. Students who are continuing on to the Master's in Law Enforcement and Justice Administration usually prefer to take more than one of these courses. Dr. Myers also pointed out that LEJA 302, Criminal Justice Research Methods, is moving from core courses to open electives and is recommended for those students going on for a master's degree.

## CHANGES OF MAJORS APPROVED

3. Request for Catalog Language Requiring that All Coursework Leading to Teacher Licensure Receive a Grade of C- or Better

CCPI has endorsed language from the College of Education and Human Services to address changes recommended by the Illinois State Board of Education to teacher education licensure or endorsement. The new policy for all teacher education programs would state:

In accordance with the Illinois State Board of Education licensure rule, all candidates seeking a Professional Education License or endorsement are required by Western Illinois University to obtain a grade of “C-“ or better in all directed general education courses, all core courses, and all courses in the option. This rule does not supersede course prerequisite requirements in the catalog that specify a letter grade.

Senator Allison remarked that ENG 180 and 280 require that students earn a grade of C or above. She added there is a reason for that standard, and she anticipates they will continue their C requirement. Senator Bellott observed that the last sentence was added as a caveat at the request of the Department of Mathematics and Philosophy.

### NO OBJECTIONS

#### IV. Old Business

##### A. Proposed Constitutional Amendment to Adjust the Size of the Senate

1. First Reading

Chairperson Rock stated that he was informed today that the revised language could still be problematic under certain scenarios. The amendment to Article III would replace “Each undergraduate college of the University shall be represented by one member for each forty faculty members or major fraction thereof” with “The Faculty Senate will consist of at least 23 members.” Additionally, six representatives from the faculty at-large based on the Macomb campus would be reduced to four representatives, with the one representative from the Quad Cities campus remaining intact. A new sentence states “The remaining representatives will be divided up among the four colleges on the basis of the percentage of eligible faculty in each college. Results will be rounded to the nearest whole number.”

Chairperson Rock told senators that he has devised additional language that may take care of any potential problems, but senators may wish for the document to go back to the Executive Committee again. He explained that the rounding may lead to a number other than 22 or 23, so he would propose adding this additional statement: “Should this result in less than 23 members, the college with the highest fractional results would be rounded up.” Chairperson Rock pointed out that this would be consistent with the previous statement that “The Faculty Senate will consist of *at least* 23 members.” He added that “college” could be made plural.

Senator Boynton asked if this means that a .23 would trump a .13. Chairperson Rock responded that if the rounding resulted in 22 senators, it would be below where it needed to be and someone would need to get the 23<sup>rd</sup> senator. That college would be whoever one has the highest fraction that is below .5.

College of Business and Technology Interim Associate Dean Bill Polley stated that either 1) two colleges would round up and two round down, ending up with 23 senators; 2) all

four would round up, resulting in 24 senators; or 3) all four would round down, resulting in 22 senators. He said the additional statement proposed by the Senate Chair would fix the case resulting in 22 senators by rounding the extra one up, but senators need to decide if it is okay if all four round up and there are more than 23 senators. He suggested that, otherwise, Senate could say they want to “begin to round up in descending order from the fractional parts.” In this scenario, if one college was at .9, it could be rounded up to reach 23 but there would not be any further rounding up, which would keep the total at 23. Interim Provost Neumann asked if there could be two colleges at .9; Interim Associate Dean Polley responded that there could be. He stated that there are possibilities where, if everything was divided out, all fractional parts could round up and reach 24. Chairperson Rock pointed out that this would not be inconsistent with the statement that Faculty Senate will consist of at least 23 members, so it could go above that number. Interim Associate Dean Polley agreed that if the Senate is okay with a membership of 23 or 24, this would work with Chairperson Rock’s additional statement.

Computer Sciences Chair Dennis DeVolder agrees that Chairperson Rock’s statement may fix the potential problem as long as the Senate decides if they want to round up on a “fractional senator.” He related that when he began to plug numbers into this equation, it filled the Senate and there was a fraction greater than .5 still left, which implies there needs to be an extra senator. He believes the Senate can catch this by saying that there are a certain number of seats that will be divided up by percentage and that the Senate will not be less than a certain number, which allows for adding one to two seats if needed. He added it is just a question of how the numbers will be rounded and whether the rounding will simply end if every college is below .5.

Chairperson Rock suggested that, for the first round, the sentence can be added which will allow for at least 23, and see if further changes need to be made in the future. He explained the additional sentence is needed is because every time the Constitution is changed it requires a vote of the entire eligible faculty, and he is trying to minimize the number of times that needs to be done. He thinks this language will result in the numbers working out almost all of the time, but if it turns out that it does not, then revised language can go out to all eligible faculty again.

Senator Boynton suggested that instead of saying that “Remaining representatives will be divided up...” that it be stated that they will be “allocated.” Chairperson Rock stated that this can be accepted as a friendly amendment. He pointed out that that this constitutes first reading of the proposed amendment; a clean copy will be included in packets for the second reading and vote, following which it will be sent to the eligible faculty at the same time as the next amendment, once both are approved.

## V. New Business

### A. Proposed Constitutional Amendment for Referendum Voting Methods

#### 1. First Reading

Chairperson Rock related that it was brought to the attention of the Executive Committee that under the current Constitution faculty can bring forth any subject and, if there are sufficient numbers of signatures on a petition, that vote must be sent out to the eligible faculty for vote, even if the petition is to paint a University building purple and gold. Chairperson Rock is not worried about that possibility too much, but he noted that the current process is paper oriented. The Executive Committee would like to give the Senate the option to allow for electronic ballots for referenda. He acknowledged that some people are distrustful of electronic ballots because security may not be completely assured, but, because paper ballots are anonymous, there is no control if individuals were to lose their ballots or if they to be taken by someone else. He suggested a simple solution is to change

Article VII, Section 3 to state that “The Faculty Senate Executive Committee shall conduct the referendum by mail **or electronic** ballot to the eligible faculty...” and leave it up to ExCo to decide.

Senator Hironimus-Wendt asked if the default will become to send the ballots electronically; if this is the case, then to include “by mail” becomes irrelevant. He suggested that the Executive Committee could choose to let the full Senate decide. He would prefer to have the body make that decision because some ballots are more important than others, such as the example about painting a building as opposed to a no confidence vote. Chairperson Rock suggested that the wording could, alternatively, be changed to allow the Faculty Senate Chair to decide.

Senator Boynton noted that the petition that individuals sign to request a referendum has to include specific language; this language could include whether the voting will be by mail or paper ballot so that the method would be determined by the petitioner. She noted that some phrasing earlier in Article VII, Section 3 is odd, but Chairperson Rock stated that the only change being made by the Executive Committee to the original language is adding that ballots can be electronic.

Dr. DeVolder explained what has to be specifically stated on the petition is the language to be used on the ballot. He asked senators to think carefully before deciding that the Senate makes this decision because right now referenda are not the Senate’s business, despite the general population thinking that they are; the referendum process lives with the Executive Committee, not the Faculty Senate, and the Executive Committee really just distributes and counts the ballots. He thinks that it would be a better idea to perhaps say that the petitioner should specify if they want a certain distribution method than for senators to bring the Faculty Senate into a process in which it is currently not involved. Senator Boynton pointed out that Article VII states “The Senate shall be governed by the results of the referendum,” so it does come back to Faculty Senate. Dr. DeVolder replied this is because Faculty Senate has to abide by the voice of the faculty, but it is not Senate business until the results are in.

Senator Roberts asked what would happen if a petition were sent out without the correct language specifying whether it should be distributed via paper or electronic ballot. He wonders whether the Executive Committee could reject the petition in this case. Chairperson Rock thinks either the Executive Committee or Faculty Senate should decide how ballots go out. He added the petitioner could request a certain method, but if the Executive Committee is responsible for running the election it should be run in the way they decide.

Senator Rahman agrees with Dr. DeVolder that it is the Executive Committee rather than Faculty Senate that is responsible for the referendum process, and she thinks it should remain this way. She added this takes care of Senator Roberts’s concern as well; if a petition did not specify mail or electronic, the Executive Committee would still have to make the decision. Senator Hironimus-Wendt withdrew his earlier suggestion.

Senator Allison pointed out that one eligible faculty member in her department did not receive a mail ballot. Chairperson Rock stated that in this case the departmental mail distribution person verified the faculty member did not receive a ballot, so she was provided with a duplicate. In another case, a ballot went to a faculty member’s Macomb office rather than to the Quad Cities, but it was caught in time for the ballot to be forwarded to WIUQC so that faculty member was able to vote. He stated that these are problems, though, and exemplify why he thinks electronic ballots would have advantages over mail. Senator Boynton added that electronic ballots are better for faculty on leaves or sabbaticals.

Senator Czechowski proposed that the ballots only be sent electronically. She pointed out that the evaluations of the President and Provost are conducted electronically, and those are confidential papers. Taxes are routinely submitted electronically. She noted that envelopes cost approximately \$100, and she knows it takes a lot of time to stuff them. She wonders if anyone can explain what is more important about mail ballots than electronic. Chairperson Rock stated that some people distrust electronic voting because someone else on campus would have access to the votes. Senator Czechowski stated that, alternatively, someone could go into her office and change her paper ballot.

Senator Bellott stated that with electronic voting the names are encrypted; a code would be needed to determine who voted for what. Senator Czechowski asked if this means the President and Provost evaluations are not confidential; if there is a name associated with each response, then it means they are not confidential. Dr. DeVolder explained there is a difference between confidential and anonymous. Anonymous completely separates the identity from the response; confidential entrusts the people administering the instrument to not look and not divulge. He recalled that the last time he was involved in the Senate's Provost and President evaluation process, the Senate trusted the person administering the online process to never connect people with responses, and that was the only person with immediate access to that information. He added that now that he is involved in the Chairs' Council evaluation of the President, he has had someone in his office refusing to participate because the evaluation is only confidential and not anonymous. Senator Boynton pointed out that the surveys have to be anonymous and not confidential in order for those who have not responded to receive reminders. Dr. DeVolder recommended that Senate ask the survey administrator if they are confidential or anonymous.

Chairperson Rock thinks the Senate should adopt whatever gives the most flexibility; he thinks the Senate should move toward electronic balloting, but if it was the will of the Executive Committee the voting could be done the old fashioned way. Senator Roberts asked if it is possible to create an electronic ballot that is anonymous. Parliamentarian Kaul does not think it is possible because the person who creates the ballot knows the identity of the people it is going to, so he thinks it is impossible to achieve. Interim Provost Neumann thinks part of the problem with anonymous voting is that it is difficult to determine if each respondent responds only once.

Dr. DeVolder agreed that it is necessary to know who has submitted a ballot in order to send out reminders to those who have not. He also stated it is possible to develop an anonymous electronic ballot, but WIU is not going to develop the software in-house, so someone would have to deal with the products and vendors the University has available to determine if something like that could be done within our system. Dr. DeVolder believes the ultimate question is how important is it for faculty to have a voice, and are they willing to speak in a confidential manner. Senator Boynton asked if the reference to how ballots will be distributed should be removed entirely, or whether removing this would leave open the option of a voice vote. She added there may be some additional ways to vote in the future that are unknown at present.

Chairperson Rock pointed out that this is the first reading of the amendment, and there will be opportunity for further discussion at the next Senate meeting.

**Motion:** To adjourn (Rahman)

The Faculty Senate adjourned at 5:27 p.m.

Susan Czechowski, Faculty Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary