

# WESTERN ILLINOIS UNIVERSITY FACULTY SENATE

Regular Meeting, 5 March 2024, 4:00 p.m.

Via Zoom and in Union Capitol Rooms

## ACTION MINUTES

**SENATORS PRESENT IN PERSON:** J. Albarracin, D. Atherton, B. Bellott, D. Brown, G. Cabedo-Timmons, L. Ebert Wallace, D. Gravitt, D. Hunter, B. Petracovici, M. Shamsuddoha, Y. Tang, S. Turkelli, L. Wipperling

**SENATORS PRESENT VIA ZOOM:** D. Barr, E. Hamner, J. Land, K. Perone, J. Sarra, K. Wiseley

**SENATORS ABSENT:** S. Bailey, C. Chadwell, H. Elbe, S. Ko, A. Lewis

**EX-OFFICIO PRESENT:** Jeremy Robinett, Parliamentarian; Interim Provost Mark Mossman

**GUESTS:** Josh Averbach, Tom Blackford, Ben Brewer, Amy Burke, Amy Carr, Sean Cordes, Dennis DeVolder, Rich Filipink, Joe Henning, Jeffrey Keith, Rick Kurasz, Sarah Lawson, Hector Maymi-Sugranes, Jill Myers, Holly Nikels, Lorette Oden, Renee Polubinsky, Linda Prosis, Eric Sheffield, Katy Valentin

### I. Consideration of Minutes

#### A. February 20, 2024

Senator Ebert Wallace observed that on page 3 it states that “Several English faculty members expressed to Senator Hamner that LIB 101 seems to overlap with ENG 280 ...” Senator Ebert Wallace suggested that this be clarified so that it is clear that this is what Senator Hamner reported to Faculty Senate.

#### **APPROVED AS CORRECTED**

### II. Announcements

#### A. Provost's Report

Interim Provost Mossman noted that President Huang has announced his resignation, effective April 1. Pending Board of Trustees approval on March 22, Kristi Mindrup, currently Vice President for the Quad Cities Campus and Operations, will be named Interim President. Interim Provost Mossman said it has been great, in his brief time in his current role, to work with President Huang. He has worked with Vice President Mindrup throughout his career since she has been at WIU for 27 years. Interim Provost Mossman stated that Vice President Mindrup is very thoughtful, has a lot of experience with the institution, and is absolutely devoted to WIU, and he thinks it will be a great pleasure to continue working with her moving forward.

#### B. Student Government Association (SGA) Report (Jeffrey Keith, SGA Director of Academic Affairs)

SGA held elections last week, but Mr. Keith does not yet know the results. He noted, though, that only one student ran for President and one for Board of Trustees representative.

#### C. Other Announcements

##### 1. Katy Valentin, Director, Multicultural Center

Ms. Valentin, who has been in her position about a year, told senators one of the first things she looked at when assuming her duties was working on the Multicultural Center's (MCC) mission, vision, and pillars. She noted that the Center as a whole previously did not have a mission statement or a vision plan, but now they have a path for moving forward, along with long-term pillars, which previously changed every year. She would like to see the mission statement, vision plan, and pillars reevaluated every five to ten years. She hopes this will provide the MCC as a whole, as well as the various organizations under it, with guidance and consistency moving forward.

Ms. Valentin has also worked with others at the MCC to create guidelines and expectations for the 15 student organizations housed within the MCC. The organizations are housed under the individual centers within the MCC and are advised by graduate assistants and staff members who work within those centers. Ms. Valentin said the guidelines create expectations for organizations to meet in order to be affiliated with the Center and will provide more accountability. She said this might include participating in educational events or community service and collaborations both within and outside of the Multicultural Center. Ms. Valentin has been working with the organizations to help them get used to the new expectations since this is the first year that specific things have been expected of them. She said one new requirement is that the president of each organization (or the president's designee) is expected to attend the MCC student leader meetings, which are held the first Thursday of every month. Ms. Valentin related there has been great attendance so far, which has allowed the group to share updates with each other on important events coming up and what each group is working on. She thinks these regular meetings have helped bring the organizations together, and she has seen more collaboration and communication as a result of them. Ms. Valentin said the monthly leader meetings are also a way for outside groups to speak to all of the organizations at once; for instance, Ron Pettigrew, Director of the Veterans Resource Center, recently spoke at one of the monthly meetings and requested collaboration on a movie night event.

Ms. Valentin told senators about recent changes to the Multicultural Center facilities. They have recently installed new televisions and a water fill station that they raised funds for a few years ago. Ms. Valentin's office has been moved to the main level where the computer lab was previously housed. Ms. Valentin related that a survey showed students do use the computers at the MCC, so they did not want to eliminate them; instead, the computers were moved to the lobby. She said the move of her office to the main level has allowed her to be more accessible to the entire Center.

Ms. Valentin has created an MCC events calendar and shared the link with senators following the meeting. The calendar includes MCC events actually occurring at the Center as well as MCC events occurring elsewhere, such as the University Union. One of the events highlighted by Ms. Valentin was the "Embrace the Mix" welcome back event held the Saturday that students moved in during fall semester. Over 300 people attended this event, which was held from 12-4 p.m. Ms. Valentin would love to see faculty attend this event in future because it is a nice way to meet new students in an informal setting and share resources.

A new event held this year was the MCC Mixer, open houses which let attendees get to know the Multicultural Center as a whole and which provide an overview of the organizations and resources housed there. Ms. Valentin said there were two mixers held in the fall, one has already been held this semester, and one is scheduled for March 27. She said about 60 people have attended each of these events. Ms. Valentin said each mixer has a theme; for the one held in February, the Multicultural Center partnered with the Career Center and College Student Personnel program for a networking focus event. The MCC has sent out an email blast to let students know about these events, which they hope to continue next year.

Ms. Valentin highlighted some of the events held by the individual centers within the MCC. **Casa Latina** is very involved in Latinx Heritage Month, from September 15 to October 15. The month kicks off with a bring your own tortilla event on the MCC lawn; over 100 people

attended this event last fall. This year Casa Latina is collaborated with the Western Illinois Museum, who hosted a Latinx dance and music workshop at the museum which enabled the students to get out into the community. Tradicion Hispana was featured, and a taco truck was available for the event. Another Latinx Heritage Month event was Cultural Fusion, a collaboration with the Gwendolyn Brooks Cultural Center. Students from both centers made traditional foods for everyone to share, and about 80 students attended. Ms. Valentin said successful events from previous years, such as Dia de los Muertos and Calle Murray, will also be continued. Calle Murray, a Latinx street festival held outside the MCC, will be held on April 27 from 12-4 p.m.

Ms. Valentin related that 37 students affiliated with Casa Latina or the MCC traveled to Washington, D.C. by bus last month to support a protest advocating for work permits for all and to meet with legislators. Chair Albarracin coordinated the trip. Ms. Valentin is very proud of the students for taking the initiative to act on something they are very passionate about.

**The Gwendolyn Brooks Cultural Center (GBCC)** sponsored several events during Homecoming week, including a Met Gala and Black royal court. GBCC joined other groups working on voter registration as a community service project. Other events held by the Gwendolyn Brooks Cultural Center included a cultural movie night, a karaoke competition, and a networking fair with the Black Alumni Council. Ms. Valentin said a lot of alumni came back for this event, as well as for a special tailgating event held prior to the WIU Homecoming game.

Ms. Valentin noted that Black History Month was last month, and the Gwendolyn Brooks Cultural Center decided to move the Martin Luther King, Jr. Day of Service to the first week of February rather than closer to Dr. King's birthday in January. She said besides weather issues around that date this year, Dr. King's birthday falls immediately after students return for the spring semester. The decision was made instead to hold the MLK Day of Service as the kick-off to Black History Month, beginning with a banner signing in the University Union. Ms. Valentin thinks the date will be permanently moved because it offered GBCC some planning time and seemed to attract better attendance.

After having noticed a need for students without access to a barbershop in the community, GBCC worked with the Office of Student Engagement to offer Barbershop Talk. A group of barbers was brought from Peoria to Macomb on February 16 to cut students' hair. About 30 students participated; the barbers stayed an extra hour but still did not get to everyone who wanted to use their services. Ms. Valentin hopes that this event can be held more often because there is such a need. She noted that this year the event was specifically held the day before the Student Leadership Conference so that students could feel confident about looking their professional best. She said there is a cost associated with bringing the barbers in, so GBCC is trying to determine how often they can afford to offer the event.

The Gwendolyn Brooks Cultural Center brought in a female CEO to speak at the Student Leadership Conference. She not only spoke at the end of the conference but also offered workshops for female students attending the conference. Another event GBCC offered last month was Open Mike Night, which the MCC is trying to bring back after many years' absence. The event was held in The Neck and was part of a happy hour event the University Union is trying out where Sodexo is allowed to serve alcohol at a paid bar in a laid-back environment.

The **LGBTQA+ Resource Center** began the year with the Big Picture picnic, which is always held on the second or third Friday of the fall semester. The Trans Day of Remembrance also occurs in the fall semester, but the Resource Center is trying to determine the best date to establish for this since it normally occurs when students are gone for Thanksgiving break. This year they held the event two weeks before Thanksgiving break. The LGBTQA+ Resource Center sent students this year to the Midwest Bisexual Lesbian Gay

Transgender Asexual College Conference, which they have not done for a few years. Four students and two graduate assistants attended.

Ms. Valentin hopes to have a flyer printed soon with events to recognize Pride Month at WIU. She said these will include the Equality Ball, for students who may not have gotten the prom experience in high school based on their gender or sexuality. A professional drag show performer will come to campus for Drag Show Bingo, to be held in the Union Grand Ballroom. Ms. Valentin said this is a popular event that attracted about 300 people last year. This even falls on Mom's Weekend so some families attend as well. Pride Month concludes with the Allies Brunch, which is held on a Saturday or Sunday to recognize allyship.

The **Women's Center** holds Take Back the Night every year in late October. About 100 people attended the rally this year despite it being a rainy day. "Wednesdays at the Women's Center" features different events and topics or speakers; Ms. Valentin recalled a "pasta and paint" Wednesday that was very well attended. The Women's Center kicked off Women's History Month this past Friday with WIU's Dance Affair, a competition between some of the university's dance organizations, two of which are housed in the Multicultural Center. Ms. Valentin said the GBCC Dance Troup has been around for a long time, while Golden Motion was just begun this year by the Women's Center. Golden Motion dances at home football and basketball games alongside the Marching Leathernecks and pep band and has had the opportunity to do some halftime performances. Other non-MCC dance troupes who participated included Elite Beauty and House Arrest 2. Ms. Valentin told senators over 100 people attended this event even though it was held on a Friday, which is often a day which does not see a lot of student attendance. The Women's Center also plans a bingo event featuring women who are empowering and a Women's Empowerment Brunch on March 30, featuring speaker Dr. Sharon Hunter, an instructor in the Department of Race, Religion, Gender, and Multidisciplinary studies.

Chair Albarracin noted that there are a lot of centers under the Multicultural Center but not a lot of graduate assistants. She asked if Ms. Valentin would like to have the assistance of faculty volunteers. Ms. Valentin responded that she and the GAs advise the organizations because of how closely they work with them, but faculty volunteers on committees or to help with special events would be welcomed. She thinks the biggest thing faculty could do to help the organizations, though, would be to come to their events and show their support. She said students work really hard to put on the events, and having faculty attend them would be very meaningful. She added that the students put on both educational events and social events, and engage in community service.

Senator Wipperling asked if the drag show bingo event would include a drag show. Ms. Valentin explained the event will be held April 13 during Pride Month and will include a drag queen performance.

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

Dr. Carr reported the Council met in mid-February and will hold another meeting over WIU's spring break; the January minutes were provided for senators. She said the Council heard a report about difficulties encountered when rolling out changes to the FAFSA.

Dr. Carr noted that the FAC has a volunteer legislative liaison who tracks bills moving through the legislature. Senators should let Dr. Carr know if they want a link to upcoming state bills related to higher education.

Dr. Carr reported that Dr. Louis Newman, retired Dean of Academic Advising and Associate Vice President for Undergraduate Education at Stanford, spoke at the last meeting. He has authored a book called *Thinking Critically in College: The Essential Handbook for Student Success* about the transition from high school to college. Dr. Carr stated that in his retirement

Dr. Newman, one of her former professors, has been meeting with faculty around the country. He presented to the IBHE-FAC on how faculty want students to develop critical thinking skills but do not break down what they are and are often not explicit about them with students. Dr. Carr related that Dr. Newman breaks this down into four elements: exploring context, comparing alternatives, weighing evidence, including deciding what sorts of evidence counts, and then finding implications and new applications. She said the IBHE-FAC had a really interesting discussion following Dr. Newman's presentation, and she thinks there might be some ways of incorporating this information into assessment and the first-year experience.

Dr. Carr told senators two Faculty Advisory Council members did research last year and presented their findings on faculty mental health. They will be creating a PowerPoint, including lots of resources, which is meant to be shared with faculty senates.

The Illinois Commission on Equitable Public University Funding report came out on Friday, March 1. Dr. Carr said the Commission has tried to develop an adequacy model similar to that used for K-12 which uses property tax funding. She said the group tried to identify the cost of educating undergraduate students while factoring in various kinds of expenses, including tuition and fees, student services, food and housing, and trying to identify adequacy gaps. She said the Commission has tried to make equity adjustments for different populations of students. Dr. Carr told senators there are charts that suggest that WIU is only 62.7 percent adequately funded, whereas the University of Illinois at Champaign-Urbana is funded at close to 92 percent; Northeastern Illinois University is the worst funded at about 39 percent. She said there are questions about how the Commission came up with these numbers and how medical schools, various kinds of graduate programs, and research would be funded. Dr. Carr said the Commission's technical working group was not happy the report had to be submitted by March 1; there were a lot of disagreements among the committee members and things that were left unresolved, but now the report will be the basis for discussions at the legislative level. Dr. Carr said one question left unanswered is whether new money that might come in would actually decrease tuition or whether institutions could move it around elsewhere. She said the funding formula would initially only apply to new money, so only to about two percent of funding. She said it appears that if the legislature adopts the proposal, there would be ten years of equity funding. Dr. Carr asked the IBHE Executive Director, Ginger Ostro, if that means that UIUC would receive little or no new money for ten years, and Executive Director Ostro confirmed that was one narrative that might come out of this proposal. Dr. Carr thinks it will be interesting to see how this plays out legislatively.

Chair Albarracin was surprised at how complex yet open-ended the report was; for example, the report discussed the funding universities receive that is not related to equity but did not specify the amount. She thinks the report shows how the disinvestment in higher education has affected WIU and its peer institutions. Dr. Carr believes that the charts make a visual case that Illinois has underfunded its universities but thinks the charts could look different if other kinds of funding were factored into them.

### III. Reports of Committees and Councils

#### A. Council on Admissions, Graduation, and Academic Standards (CAGAS) (Rich Filipink, Chair)

##### 1. Early Warning Grades Report

Dr. Filipink observed that faculty have now had several semesters of having to turn in early warning grades earlier than in the past, and it appears that the compliance level is increasing, significantly in some colleges while marginally in others. He noted the compliance rate for this semester is 88.31 percent, which is better than in the past but with room for improvement. He reminded everyone that early warning grades are vital, both in terms of student performance and for Financial Aid. He strongly encourages faculty in all colleges, but

particularly in the College of Education and Human Services, to continue to hand in these reports in a timely manner.

Senator Gravitt asked if there is any report that correlates the end of semester results to the early warning results to see if they are better or worse or if students who receive early warning grades drop out. Dr. Filipink responded there are none that he is aware of, and none have been requested from CAGAS. Interim Provost Mossman remarked he is sure that could be generated. Registrar Sarah Lawson said she does get a report after final grade processing that shows the change from midterm early warning grade to final grade.

Senator Atherton asked if there is any ramification for not turning in early warning grades. Dr. Filipink replied there are no ramifications; it is not a required policy, and the process relies on voluntary compliance by faculty. He added that, by and large, the majority of faculty do comply. Interim Provost Mossman observed that the compliance rate has increased since he began working in the Provost's office in 2018. He thinks the purpose of the early warning grade process is to allow for intervention earlier in order to try to help students get onto a corrected path to work on improving their grades. Senator Atherton asked if it is true that faculty lose pay if they do not complete certain mandatory university trainings. Dr. Filipink confirmed that faculty can get up to two days of suspended pay if they do not complete training for ethics and sexual harassment, although he has never known any faculty member who has had this happen.

Senator Petracovici asked how effective it has been to move the deadline for submitting early warning grades up by two weeks since this is usually before students have taken their first exam. He thinks it is good to have early intervention, but the first exam is the real test of how much students know and how their class will go. He thinks having a year-end summary on how early warning grades compared to students' final grades would be useful to see because it might show if moving the deadline up has achieved its purpose. He noted that in Mathematics the change between students' grades before the first exam and after the first exam is dramatic.

Senator Gravitt agreed this is her observation as well. She said her semester results do not reflect the results of the report; they are getting worse rather than better. She wonders if there needs to be a report on whether faculty are doing grade inflation if these are the grades they are reporting. Dr. Filipink stated that the change in grades for students is not significant enough to indicate that grade inflation is occurring because early warning grades were turned in a couple of weeks earlier. He does not think there is a perfect week to require that early warning grades be turned in because every faculty's class set up differently, and they all have exams and papers due at different times throughout the semester. He believes there is no magic bullet for this; the purpose is to get grades turned in earlier so that there can be earlier intervention. Dr. Filipink stated that CAGAS can track this, as the Registrar pointed out, but so far it has not been charged to do so; the priority has been on getting faculty to actually submit the grades, not just for students' performance but also for financial aid to be able to show that the university is tracking this sort of thing. Interim Provost Mossman expressed his agreement with Dr. Filipink.

Chair Albarracin remarked that faculty will likely adjust their class calendars and the dates of their exams, moving forward. Senator Gravitt agreed she did move the schedule up for her sophomore class, but she thinks it puts more pressure on the students because it does not allow them a pause. Senator Hunter has noticed this semester that the students who needed additional assistance seem to have been helped by the earlier grades, and those that needed to drop have dropped. He added that although it is bad news to have students drop, it is good that they are not stringing along and finally getting an F in the course.

#### **NO OBJECTIONS**

#### **B. Council on Curricular Programs and Instruction (CCPI)**

(Amy Burke, Chair)

1. Curricular Requests from the School of Law Enforcement and Justice Administration

a. Requests for New Courses

- i. EM 360, ALS Foundations, 2 s.h.
- ii. EM 361, ALS Patient Assessment, 2 s.h.
- iii. EM 362, ALS Airway and Ventilation, 2 s.h.
- iv. EM 363, Pharmacology, 2 s.h.
- v. EM 364, Advanced Cardiac Care, 2 s.h.
- vi. EM 365, ALS Medical Emergencies, 3 s.h.
- vii. EM 366, Clinical Rotation ER & OR, 2 s.h.
- viii. EM 367, Trauma, 2 s.h.
- ix. EM 368, Pediatrics, 2 s.h.
- x. EM 369, Specialized Care, 2 s.h.
- xi. EM 370, Advanced Medical Emergencies, 2 s.h.
- xii. EM 371, Advanced ALS Foundations, 2 s.h.
- xiii. EM 372, Research, 1 s.h.
- xiv. EM 373, Field Internship I, 3 s.h.
- xv. EM 374, Field Internship II, 3 s.h.
- xvi. EM 375, Capstone, 3 s.h.
- xvii. FS 477, Data Driven Safety and Risk Reduction Applications, 3 s.h.

Senator Ebert Wallace remarked she found it very helpful to have the CCPI minutes, which were sent to senators ahead of the meeting, in order to figure out all of the LEJA curricular requests. Senator Atherton agreed that was very helpful.

Senator Tang remarked that there are a lot of courses being submitted at the same time and asked what the big picture is for LEJA. Law Enforcement and Justice Administration professor Ben Brewer responded that the school is in the process of accrediting their paramedic program. He explained that, as of 2013, no one is allowed to have a paramedic program in the United States that is not accredited. He said WIU will be the first four-year institution to offer an accredited paramedic program. Mr. Brewer related that when accreditors visited the campus, LEJA's paramedic program was made up of five courses of 6 s.h. each. He said the accreditors wanted to see these broken down into smaller credit hour courses; between responding to them and having to work with state and national requirements, those five classes were broken out into these 16 new courses to satisfy the accreditation requirements, which is why they all had to come forward together. Mr. Brewer said he is not opposed to the changes and thinks they will help their students; they were simply set up as five courses in the past.

**NO OBJECTIONS**

b. Request for Change of Major

- i. Fire Protection Services

**NO OBJECTIONS**

2. Curricular Requests from the Department of Communication

a. Request for New Course

- i. COMM 346, Online Influencers, 3 s.h.

Senator Hunter observed there were no library resources mentioned and said he was curious what resources the faculty member plans to use.

Communication professor Josh Averbek responded that a lot of the resources will be current journal articles. He thinks a lot of the books that the library might have on the topic will be out of date within two years of being put on the shelf. He said the course will use a lot of industry reports rather than things that are in a backlog through the academic process. He added the faculty member is trying to stay as up to date as possible and lean on all the resources that are available.

Senator Hamner remarked he is glad to see this kind of course offered. He thinks this is a course a lot of students will be interested in and which can be utilized as a way of thinking more critically about popular culture and other topics. He applauds its creation.

### NO OBJECTIONS

C. Senate Nominating Committee (SNC)  
(Katherine Perone, Chair)

1. Faculty Nominations

#### SENATE COUNCILS

Council on Campus Planning and Usage (CCPU)

Steve Bennett, EAGIS	replacing	Rick Hardy	2025	A&S
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#### UNIVERSITY COMMITTEES

University Committee on Sexual Orientation, Gender Identity and Expression (UCOSOGIE)

Donald Laney, Theatre and Dance	replacing	Jade Kastel	2025	At-large
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There were no further nominations, and the nominees were declared elected.

IV. Old Business

A. Request for New Course

1. LIB 101, Introduction to Library and Information Use, 1 s.h.

Parliamentarian Robinett explained that because the motion at the previous meeting tabled this course until a specific time, when it would come back with the approval of everyone affected, it does not need a motion to bring it back to the table. He added that after discussion there will need to be a motion to approve followed by a vote. Chair Albarracin observed that the revised request now includes a letter of support from the Department of English. Senator Hamner expressed his thanks to Library Dean Hector Maymi-Sugranes, Library faculty member Sean Cordes, and his three colleagues in the English Department who were particularly interested in this issue for some really good conversations in the days following the last Faculty Senate meeting. He is glad that the process was able to be resolved quickly.

**Motion:** To approve LIB 101 (Hamner/Wipperling)

**MOTION APPROVED 17 YES – 0 NO – 0 ABSTENTIONS**



V. New Business

A. For the Good of the Body

Chair Albarracin announced that, thanks to a grant from the Illinois Department of Human Services, the university will be able to bring Ibram X. Kendi, author of *How to Be an Anti-Racist*, to the Macomb campus. She said that although the contract has not yet been signed, she has received emails confirming the date and accepting the offer Chair Albarracin made to him. He will speak on April 11 at 7:00 p.m. and will also meet with Macomb City Police separately.

Chair Albarracin asked senators for their suggestions on what venue to use for the visit. Interim Provost Mossman encouraged the event to be held on the campus rather than elsewhere in the community. One suggestion that seemed to be well received was the Union Heritage Rooms.

**Motion:** To adjourn (Gravitt)

The Faculty Senate adjourned at 4:57 p.m.

Respectfully submitted,  
Annette Hamm, Faculty Senate Recording Secretary