

**WESTERN ILLINOIS UNIVERSITY FACULTY
SENATE Regular Meeting, 26 April 2022, 4:00 p.m.
Union Capitol Rooms/Zoom**

ACTION MINUTES

SENATORS PRESENT: D. Atherton, S. Bailey, D. Banash, L. Brice, A. Carr, J. Choi, L. Ebert Wallace, R. Filipink, J. Land, S. Macchi, D. Oursler, B. Polley, J. Robinett, R. Sawhney, E. Shupe, S. Szyjka, Y. Tang, E. Taylor, B. Thompson, K. Trennepohl, J. Wroblewski

Ex-officio: Russ Morgan, Associate Provost; Betsy Perabo, Parliamentarian

SENATORS ABSENT: G. Cabedo-Timmons, I. Lauer, T. Lough

GUESTS: Steve Bennett, Tom Blackford, Cody Cornell, Jason Covert, Ritchie Gabbei, Francis Godwyll, Buzz Hoon, Guiyou Huang, Doug LaFountain, Sarah Lawson, Sue Martinelli-Fernandez, Kristi Mindrup, Mark Mossman, Lorette Oden, Renee Polubinsky, Christopher Pynes

Vice Chair Bill Thompson led the meeting in the absence of Chair Lauer.

I. Consideration of Minutes

A. April 12, 2022

APPROVED AS DISTRIBUTED

II. Announcements

A. Approvals from the President and Provost

1. Approvals from the President

a. Peer Institution Recommendations

2. Approvals from the Provost

a. Requests for New Courses

i. MUS 197, American Country Music, 3 s.h.

ii. LAS 395, Evidence, Truth and Action, 3 s.h.

b. Requests for New Options

i. Paired Minors

ii. African American Studies

c. Request for Change of Major

i. Liberal Arts and Sciences

B. Provost's Report

Associate Provost Russ Morgan filled in for Interim Provost Billy Clow. Vice Chair Thompson asked how many individuals are expected to graduate this semester. Registrar Sarah Lawson, after checking, responded later in the meeting that she will not know the number of spring graduates for certain until final grades are turned in, but there were 1,023 total degrees conferred in Spring 2021.

C. Student Government Association Report

(Cody Cornell, SGA representative to Faculty Senate)

Mr. Cornell related that SGA met with President Huang and other members of the administration last week and asked a lot of great questions of those present.

D. Other Announcements

A. President Guiyou Huang

This agenda item was postponed until President Huang's arrival.

III. Reports of Committees and Councils

A. Council on Admission, Graduation, and Academic Standards (CAGAS)
(Jason Covert, Chair)

1. Request for GPA Requirement for BS in Nutrition and Dietetics

Dr. Covert related that on April 21 CAGAS heard a proposal from the Department of Kinesiology to change the GPA requirement for admission to the Bachelor of Science in Nutrition and Dietetics to a 2.75; further, students would be required to maintain a 2.75 GPA in order to be retained in the program. Dr. Covert stated that while currently there is no requirement beyond WIU's basic requirement of 2.0, in 2014 there was a requirement of 3.0 to be admitted to the program. He explained that after the department spoke to students who were not taking or being retained in the program, that requirement was dropped in 2020 and was replaced by some elements intended to improve enrollment, which have not panned out. Dr. Covert added that the retention organization the department worked with noted that the pass rate for the examination had dropped and asked the department to submit a plan for improvement. He said this organization suggested that the GPA be increased to 2.75, and CAGAS voted almost unanimously to approve that request.

NO OBJECTIONS

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

1. Curricular Requests from the Department of Kinesiology

Dr. Bennett told senators the requests are related to the PE teacher education program. Vice Chair Thompson asked how the program will change and what the department hopes to achieve through these requests. Kinesiology professor Ritchie Gabbei responded the proposals are a result of discussions, review, and feedback from the recent university accreditation process which recommended the department go in this direction. He explained they are realigning by eliminating some unnecessary courses that do not address the standards for the program and putting credits into the coursework that does. Also, in some cases, the changes are an attempt to address some weaknesses in the program assessments, especially related to the licensure exam. Dr. Gabbei related that to address this the department increased the time spent in fitness, which was the weakest assessed score. He said the program was judged to be weak in open-ended creative activities, such as social dance and gymnastics; there are currently only a couple of credit hours in each level for these. Dr. Gabbei noted that the program was leaving out a significant percentage of the population and a significant part of the curriculum in order to emphasize competitive sports, and the realignment attempts to even that out. He said the activity courses and content knowledge courses also provide a recruiting advantage because PE teachers like to play. He added that the pedagogy part of the curriculum was realigned to be more efficient, allowing for more time actually teaching, using the reflective cycle, developing expertise, and increasing the time in lectures to learn more theory and research to address the EdTPA licensure exam.

- a. Requests for New Courses
 - i. PETE 120, Contemporary Social Dance, 3 s.h.
NEW COURSE APPROVED
 - ii. PETE 145, International Net/Wall Games, 3 s.h.
 - iii. PETE 155, International Invasion Games, 3 s.h.
Motion: To consider PETE 145 and 155 together (Filipink/Brice)
NO OBJECTIONS TO THE MOTION
NEW COURSES APPROVED
 - iv. PETE 215, Creative Performance Activities, 3 s.h.
 - v. PETE 225, Contemporary Fitness Activities, 3 s.h.
 - vi. PETE 235, Aquatics, 2 s.h.
 - vii. PETE 245, International Target/Field Games, 3 s.h.
Motion: To consider PETE 215, 225, 235, and 245 together (Filipink/Brice)
NO OBJECTIONS TO THE MOTION
NEW COURSES APPROVED
 - viii. PETE 249, Foundations in Assessment-Driven Physical Education, 3 s.h.
NEW COURSE APPROVED
 - ix. PETE 364, Physical Education for Elementary Grades Field Experience, 1 s.h.
 - x. PETE 438, Physical Education for Secondary Grades Field Experience, 1 s.h.
Motion: To consider PETE 364 and 438 together (Filipink/Brice)
NO OBJECTIONS TO THE MOTION
NEW COURSES APPROVED
- b. Request for Change of Major
 - i. Bachelor of Science – Physical Education
CHANGE OF MAJOR APPROVED

B. Council on Writing Instruction in the Disciplines (WID)
(Doug LaFountain, Chair)

- 1. Request for WID Designation
 - i. PETE/EDUC 439, Secondary Methods, 3 s.h.

Dr. LaFountain told senators the WID Council thought this was a robust course. He noted there are multiple writing assignments throughout the course and opportunities for drafts and revisions. He added that 80 percent of the grade is due to writing. Vice Chair Thompson added there are lots of different kinds of writing genres represented in the course.

WID DESIGNATION APPROVED

Dr. Gabbei remarked that with the C.T. Vivian faculty hire next year, he envisions the department may remake the entire program in the future to be empirically based, doing action research and learning by doing. He asked what process he should follow if at some future time he should replace a project in PETE/EDUC 439. Dr. LaFountain replied that the faculty member has the jurisdiction to decide which assignments are best for the course; the WID Council will not analyze the exact content of the assignments as long as they meet the benchmarks of a WID course. He does not see why changing an assignment would require the course to go back to the WID Council.

- C. Senate Nominating Committee (SNC)
(Josh Wroblewski, Chair)

SENATE COUNCILS AND COMMITTEES

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

Michael Lorenzen	(LIB)	replacing	Brian Bellott	2024	A&S
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Council on Curricular Programs and Instruction (CCPI)

Krista Bowers Sharpe	(LIB)	replacing	Steve Bennett	2025	A&S
Jeremy Robinette	(RPTA)	replacing	Barry Birnbaum	2025	E&HS

Council on Writing Instruction in the Disciplines (WID)

Nathan Miczo	(COMM)	replacing	Jena Gardner	2025	FA&C
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UNIVERSITY COUNCILS AND COMMITTEES:

Bachelor of General Studies Advisory Committee

Robert J. Hironimus-Wendt	(SOC/ANTH)	replacing	Sean Cordes	2024	A&S
Janice Gates	(MGT/MKT)	replacing	Mark Bernards	2024	B&T
Karen Zellmann	(HEALTH)	replacing	Lori Smith Okon	2024	E&HS

Honors Council

Lisa Wipperling	(THEA)	replacing	Anita Hardeman	2025	FA&C
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University Technology Advisory Group

Megan Owens	(RPTA)	replacing	Bridget Sheng	2025	E&HS
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SEARCH COMMITTEES:

VP of Finance and Administration

Jeff Hancks	(LIB)
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There were no other nominations, and the slate of candidates was declared elected. Senator Wroblewski asked senators to let him know if they know of any faculty willing to serve in the remaining vacant fall seats.

- IV. Old Business – None

- V. New Business

- A. Proposed Bylaws Amendment for Committee on Provost and Presidential Performance

1. First Reading

Senator Banash related that the Committee on Provost and Presidential Performance (CPPP) met over the course of the year and reviewed its policies and procedures. He said there were a number of inconsistencies that had developed over the years as to how comments were handled by the committee; some years selected comments were published while other years they were not. Senator Banash said the committee tried to determine how this should be handled consistently and fairly for both the faculty and the provost and president. He added the committee wished to update some of the procedures, particularly with regard to the timeline, so that future committees would be clearer about their responsibilities and when things should happen so that they occur in a timely manner. Senator Banash pointed out that the duties of the committee, as outlined in the Senate Bylaws, are included in the policies and procedures, so these must be changed as well.

Senator Banash read the changes proposed by CPPP. Senator Carr asked why a change regarding which documentation the Board of Trustees receives was only highlighted in the current language and not in the proposed. Senator Robinett, who served as the Executive Committee representative on CPPP, explained this wording is being removed from the proposed language because the Board of Trustees only receive the written summary of the president's evaluation and not that of the provost. Senator Banash added that the provost will not see the written comments of the president's evaluation, but the president will see the written comments of the provost's evaluation since the provost reports to him.

Senators made some minor suggestions to make some of the duties clearer, which Senator Banash incorporated into the document. The second reading and vote on the bylaws amendment will occur on May 3. If senators have any other suggestions for clean up of the amendment prior to the next Senate meeting, they should reach out to Senator Banash.

II. D. Other Announcements (*Reordered*)

A. President Guiyou Huang

Vice Chair Thompson asked President Huang to speak about the comprehensive campaign and what he thinks are some of its priorities. President Huang responded the comprehensive campaign has been in discussion since before his arrival at WIU between the Development Office, Foundation Office, and previous interim president, and since his arrival the conversation has continued. He said the proposed campaign goal is still \$100 million, but some think it should be higher; the decision will be made in the next few months, but \$100 million will be the minimum. President Huang stated that a decision also must be made regarding how long the campaign should last – three years or five years; he thinks it should not be longer than seven years because that is the way to lose a lot of momentum. He noted that 2024 will mark the 125th year of the university's founding; that will be an important reference point for the length of the campaign.

President Huang said he has told other groups, including the Senate Executive Committee, that the comprehensive campaign will need a leader, and that will not be the president. He stated that a professional is needed with experience conducting campaigns, managing foundations, working with alumni, and understanding the issues related to scholarships and capital projects. President Huang told senators that a failed search was declared for a Vice President for Advancement and Alumni Relations for good, legitimate reasons; the committee worked hard on the search but lost candidates before they could come to campus to interview. The President has been talking with The Registry, a Boston-based organization that specializes in interim leadership appointments for positions such as president, chancellor, vice presidents, and deans. He said this is a very good organization, and so far, they have identified four candidates to interview for a year-long interim vice-presidential position. President Huang has spoken to two of the four and stated that the search committee will provide him with feedback on who to hire.

President Huang stated that the Development officers have been meeting with the Deans' Council, Chairs' Council, Athletics, and different units to determine their priorities for the comprehensive campaign. Paul Bubb, Executive Director for Development, has been leading that conversation in conjunction with Foundation Executive Officer Brad Bainter. President Huang attended a number of these meetings and found them productive. He said the deans and chairs are giving feedback on the priorities they want to set for their respective colleges. He noted that Athletics has its own development officer, so before Danielle Surprenant resigned as full-time Athletics Director (she is still working half-time), she met with the President and Mr. Bainter to discuss priorities for Athletics. President Huang observed that the only areas without a designated development officer are the Library, Global Studies, the Centennial Honors College, and Student Services. He noted that those four used to share one development officer, but the university has not been able to find the money to refill the position. The President thinks that this position may need to be refilled in light of the comprehensive campaign.

President Huang told senators that one priority of the campaign will be scholarships since WIU enrolls many first-generation students, some of whom are from relatively economically disadvantaged families that need a lot of financial support. He noted that the football field is becoming so dangerous that the university either needs to do something to remedy it or pull it down, so that is another priority. There will be dollars raised to build programs that donors think have the potential for growth. President Huang told senators that a couple of donors think WIU should strengthen its cybersecurity program and are willing to donate dollars to support that. President Huang and Mr. Bainter have met with some donors and are trying to create momentum. He thinks that once the new interim vice president is on board that person will help determine what is needed to kick off the campaign in early or mid-fall, which needs to be discussed and finalized as well.

President Huang recalled that a question was raised as to whether comprehensive campaign dollars can be used to fund salaries and operations; his answer is yes and no. He related that WIU has a relatively small but stable endowment of about \$80 million, although the university is grateful to have it. He said that money could be used to support endowed chairs, new program building, and things like that. President Huang said he was told since he was a dean that a university traditionally should not spend more than five percent of the amount of its endowment on an annual basis on operations; anything beyond that would not be sustainable. He noted that \$80 million would not even be enough to build the new Performing Arts Center, which is an \$89 million project. President Huang said one of the reasons the university wants to have a comprehensive campaign is to build up its endowment to at least \$100 million, which would be healthy, strong, and support WIU in more ways.

Vice Chair Thompson asked what challenges and opportunities President Huang sees in the near term for the university. He would like to know what the President is worried about and excited about in the near term. President Huang replied that he is worried about finances, which is tied to enrollment, income from auxiliary services, and state support. He noted that the university has four main sources for income generation, the largest of which is enrollment, tuition, and fees. He said the second largest is state support and announced that Governor Pritzker and the state legislature approved an increase of five percent for FY 23 and a supplemental five percent for the current fiscal year. President Huang stated that together the increase is just about five million dollars, half this year and half next. He noted that for many years WIU's state support has been under \$50 million, but that is still \$9 million less than 20 years ago. He stated that, given that WIU's enrollment and number of faculty and staff are small, this makes sense in a way. The third source of income is auxiliary services, such as the Union Bookstore, Housing, and Dining, which generate a decent amount of revenue. President Huang said the fourth income bucket includes money raised through campaigns and philanthropy. He told senators that this year will be either the best or second-best year in the fundraising history of WIU.

President Huang told senators that the university will be faced with a likely enrollment cliff in 2026/27; when that happens a lot of universities will see a decline in enrollment again. The President observed that, fortunately for WIU, enrollment has been stable for the last two years; enrollment was up by 17 over last spring, and for the fall early predictions are that enrollment will

be flat or slightly up. President Huang stated that how far up depends on how well the university does with retention to the next year, the number of new freshmen enrollments, and how large the international cohort will be. President Huang added he can predict with some confidence that the international cohort will be very strong; he thinks the difference will be that there might be a larger freshmen international class than last year, which was about 15 percent.

President Huang acknowledged that many faculty and staff are concerned about salary compression, and many have not had an increase in years, but he was very happy to be able to make something happen this year. He hopes the university can continue to remain strong financially. He noted that WIU's S&P rating last year was DD with a stable outlook; as of a few days ago, the President learned that WIU's bond rating has improved a bit to DD with a positive outlook, which says something about where the university is financially at this time. President Huang observed that recruitment and retention continue to be a challenge affecting the financial condition and morale of the university. The President told senators he hears "morale" mentioned frequently; employees collectively want the university to be healthy so it can take better care of their needs.

President Huang admitted he worries about challenges on the Quad Cities campus, in particular operations, meeting the community's needs, and partnerships with other programs. He still worries about Covid because it is unknown when it will end so that everyone can take their masks off altogether and return to how things were before Spring 2020. He said these worries keep him awake at night.

Senator Carr observed she read in the Executive Committee minutes some questions about international articulations. She asked what some of those concerns are, particularly because the university is facing pressure to transfer a lot of credits. President Huang recalled the question was whether the university planned to provide more resources to support and retain the increasing number of international students on campus, and the answer is yes. He stated that while the staffing level of Global Studies is not very high, they have been very productive. He also thinks the university needs to do something about English as a Second Language and needs to work with a third party about that. President Huang said he is happy and willing to do whatever is needed to support international students in their curriculum, whether it is through hiring an ESL teacher or working through another provider. He noted that some students will be better prepared for English proficiency, but no one can spell well without listening well, and some international students struggle to understand American professors.

President Huang observed that international students also have financial challenges; President Huang was an international student and has been in the international arena since he arrived in the U.S. so understands these challenges. He explained that any international student is required to file a financial affidavit, an official legal document signed by their sponsor, and the bank the student uses in their home country, and without that document with an official stamp and seal the embassy will not grant the student a visa. Students must come with a successful affidavit stating they are financially sound for the year, but President Huang noted that reality is sometimes opposite; a student could arrive with difficulties in their home and need a job while they attend school, but students with F1 or J1 visas are not supposed to be employed full time. He acknowledged that there will not be a job available for every student, but lack of employment is a hindrance to retention. President Huang has spoken to the Macomb Area Chamber of Commerce to encourage businesses to hire international students as employees or interns so that they can get some financial support. President Huang said he is willing to find resources to support international student retention because without them WIU would have seen a deficit in enrollment.

President Huang stated that in his short time at WIU he has worked on a few articulation agreements, three of which he highlighted for Faculty Senate. He told senators the Universidad Autónoma de Nuevo León is sending several students to WIU this fall. This morning and last week the President signed agreements with Antigua State College; 11 of their students are coming to WIU this fall. WIU is renewing its memorandum of understanding tomorrow morning with Sir Arthur Lewis Community College in St. Lucia, and the university will see students coming from there as well. President Huang related that WIU is doing more 2+2, 2+1+1, and other agreements

with foreign institutions. He noted that two of the student workers in his office are hard-working international students, and the university would like to see more of them.

Vice Chair Thompson asked if President Huang can envision more support for faculty travel and research in the coming year since the university did receive a small increase in appropriations. He noted that currently the funding is pretty low. Vice Chair Thompson understands that, appropriately, probationary faculty get funding first, but he wonders what the university plans to do to support the fairly robust class of new faculty it is expected to see in the fall. President Huang recalled that he benefitted from research at every level when he was a full-time faculty member and was able to travel and write books and articles. He promised to try to provide support where possible for these faculty. The President said he is happy to work with the new provost, senior leadership, and deans to see if they can carve out a bit of money for travel because it is an important part of the scholarly lifestyle. He noted that people think because he promotes someone there must be available money, but that is only true to a limited degree; to promote a person to the next level costs the university several thousand dollars, but a salary increase across the board is in at least the million-dollar range. President Huang wants to support faculty research, scholarship, and creative activities; he speaks to Interim Provost Clow frequently about whether dollars are available to support this effort and will continue to do so with the new provost when hired. President Huang said the question is not whether he supports faculty research because he does; the question is how much he can do to support it more. The President has thought for a long time about establishing some book awards and research project awards at the presidential level.

President Huang stated that there are discussions occurring about how to allocate the extra money the university is getting from the state next year, but most of those dollars will need to go to University Technology for cybersecurity, personnel, and maintenance of the mainframe, which is very outmoded. He noted that the university is in a very dangerous place right now in terms of cybersecurity, and if nothing is done things will collapse; a new ERP is badly needed, and if \$2.5 million is put into uTech it can make a little difference. The President remarked that some people think there needs to be a salary equity adjustment, and he does not disagree. He also thinks some effort needs to be put into developing institutional distinctiveness; a report has been prepared by the task force, but not much has been done about it yet. President Huang stated that here are many areas where he could spend the extra \$2.5 million overnight, but faculty support will be on the table in his conversations with the provost and deans.

Vice Chair Thompson asked what the plans are for the \$2.5 million in supplemental dollars which must be used this fiscal year. President Huang replied that the decision to increase salaries was made before receiving news of the supplemental funds; the administration had thought they might have to use self-generated funds to cover the increase, but instead, approximately \$1 million of the appropriated supplemental funds will be used. President Huang noted that IT is taking some actions right now that will need to be covered, so between the salary increase and IT needs there will not be much left. He added that if the university adopts Slate next year, it will cost \$100,000 to maintain every year. The President promised to share how the money will be allocated once there have been more discussions and promised that the money will be spent wisely.

B. For the Good of the Body

Vice Chair Thompson pointed out that there will be a Faculty Senate meeting next Tuesday, May 3 at 4:00. He noted that a number of individuals will meet with Associate Provost Mossman in a couple of weeks to discuss a long-range plan to beef up childcare at WIU so that it is something of greater benefit to more individuals. Vice Chair Thompson stressed that he is not attacking WIU's current childcare facility, but it is limited by staffing and size. He stated that getting good childcare for the benefit of graduates, undergraduates, faculty, staff, and the community would not only be a great thing but would also almost be like giving employees a raise. He explained that one way to give employees raises is by reducing costs, and for people with children, childcare is a robust cost. Vice Chair Thompson plans to push this next year and hopes that Faculty Senate will join him in this effort. He recognizes that it will take years for this to happen, but he thinks it is time and will have a wide benefit. He thinks it would be for the good of the body for this to happen.

Motion: To adjourn (Brice)

The Faculty Senate adjourned at 5:06 p.m.

Jeremy Robinett, Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary