

# WESTERN ILLINOIS UNIVERSITY FACULTY SENATE

Special Meeting, 30 April 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, H. Elbe, D. Gravitt, D. Hunter, J. Land, K. Perone, B. Petracovici, Y. Tang, S. Turkelli, L. Wipperling

**SENATORS PRESENT VIA ZOOM:** S. Bailey, L. Ebert Wallace, E. Hamner

**SENATORS ABSENT:** D. Barr, G. Cabedo-Timmons, C. Chadwell, S. Ko, A. Lewis, J. Sarra, M. Shamsuddoha, K. Wiseley

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

**GUESTS:** Carrie Alexander-Albritton, Marjorie Allison, Debra Allwardt, Horatius Amankrah, Dan Barclay, Matthew Beck, Keith Boeckelman, Ben Brewer, Julie Brines, Hannah Brinser, Jeff Brown, Henissa Charles, Merrill Cole, Katrina Daytner, Rich Filipink, Audrey Foriwaa Mensah, Jeanne Gage, Randy Hyllegard, David Johnson, Lorri Kanauss, Jeffrey Keith, Rick Kuracz, Mary Lane, Sarah Lawson, Mike Lukkarinen, Patrick McGinty, Rebecca McLean, Jill Myers, Holly Nikels, Leslie O’Ryan, Najm Perry, Kaycee Peterman, Renee Polubinsky, Linda Prosisie, Carlyann Pyles, Jim Schmidt, Eric Sheffield, Emily Shupe, Sharon Stevens, Sebastian Szyjka, Karen Zellmann

### I. New Business

#### A. Reorganization Requests from the College of Education and Human Services

Parliamentarian Robinett explained the procedures for this special meeting. He stated that Eric Sheffield, Interim Dean of the College of Education and Human Services, will present the overall request, and then it will be up to senators how they wish to move forward. He noted that there will be a variety of options available to senators, but if they wish to add an additional item to the agenda that must be done through a motion and a two-thirds vote of the senators present for approval to bring that item to the floor. Parliamentarian Robinett told senators they can make a motion to consider all of the items on the agenda as one, or a motion can be made to consider each item individually. He added that if senators have questions about the procedures moving forward, they can ask for a point of information, and he asked them to say their name once recognized to help the attendees on zoom know who is speaking.

Interim Dean Sheffield expressed his thanks to the Faculty Senate and its Executive Committee for agreeing to hold this special meeting for the specific purpose of providing reactions to the proposed reorganization plan and process. He admitted that he did not get one document submitted in time, which he had meant to also include for senators’ consideration and which is actually a big part of the reorganization. He said he would appreciate senators adding that item to the agenda, even though the affected faculty voted a resounding no to that proposal. He stated that even if Faculty Senate also voted no, he would appreciate senators voting on it and added that he brought paper copies.

Interim Dean Sheffield pointed out that one of the documents provided to senators outlines the process the College of Education and Human Services started in September 2023. He related that when he became interim dean, conversations began about where the College stood in regards to its financial stability and health in the context of the entire university being in a very difficult financial situation. He told senators their goal was to establish a process wherein everybody in the College was able to provide input into the proposed reorganization. He recognizes that there may not be approval

on one aspect of the reorganization proposals, although he would still like a vote, and offered to outline how the College proposes to address its serious structural issues.

Interim Dean Sheffield explained that there are currently seven departments within the College, including Military Science, which is not normally counted as a department because it has ties with the Army and the federal government. He stated that of the remaining six departments, there are three interim chairs, two of whom are also Assistant and Associate Deans of the College of Education and Human Services; one of them, Renee Polubinsky, is not only doing assistant dean work but also serving in the Provost's office while also chairing the Department of Counselor Education and College Student Personnel. Interim Dean Sheffield stressed that this situation is not sustainable.

Interim Dean Sheffield told senators the goals going into this process were severalfold, one of which was cost savings; the plan that was finally decided on will save about \$25,000 a year. He noted another reason for the reorganization was to create program synergies where different disciplines could get together and potentially create new and intriguing programs – degrees, minors, post-baccalaureate certificates – in order to draw more students to WIU and the College. Interim Dean Sheffield said the final goal is efficiency: how can the College become more efficient, particularly as regards leadership. He received an email today confirming that both Associate Dean Katrina Daytner and Assistant Dean Renee Polubinsky will be stepping down from their interim chair roles. He understands that they are exhausted and are being asked to do too much.

Interim Dean Sheffield told senators the plan the College ended up with would dissolve the Department of Health Sciences and Social Work and would move the Public Health/Health Sciences programs and faculty to the Department of Kinesiology. He said the document which senators did not receive is a proposal to move Social Work into the Department of Counselor Education and College Student Personnel. He reiterated his request for senators to add this request to the agenda because he would like to have the process complete and be able to go back to faculty and have more conversations.

Interim Dean Sheffield explained that once the decision was made to move the Health Science programs into Kinesiology, consideration was given to how this would impact the Department of Kinesiology given that the master's degree in Public Health has about 100 students and is one of the biggest graduate programs at WIU. He related the decision was made to propose moving the Physical Education Teacher Education program from Kinesiology into the School of Education. He added that since this is the last teacher education program within the College of Education and Human Services that is not housed in the School of Education, this seemed to make sense. Interim Dean Sheffield told senators the last piece involves moving the Sport Management program out of Kinesiology and into the Department of Recreation, Park, Tourism, and Hospitality. He explained that Kinesiology will lose one Sport Management faculty member at the end of this year, leaving them with only one, but there is at least one faculty member in RPTH who would have the background to work with that program.

Parliamentarian Robinett explained that at this point the meeting can move into discussion and questions can be asked or someone can make a motion to approve something. He reiterated that if the request to move Social Work is to be added to the agenda, it will take a motion and two-thirds vote of the body for approval. He noted that other potential motions might be to consider all items together or a motion to review the items one at a time. He added that a senator could make a motion to review a specific item, and there are also opportunities to motion to table.

Senator Hunter observed that the proposal to move Public Health programs and faculty to the Department of Kinesiology states that “The missions of the Department of Kinesiology and the Public Health programs would not change immediately as a result of this reorganization” and that the name would also not change at this time. He asked if the time comes when a mission or department name change might occur, whether that would come before Faculty Senate again. Interim Dean Sheffield replied he has no idea.

Interim Dean Sheffield extended kudos to Parliamentarian Robinett for his help with this process and said Parliamentarian Robinett has promised to work on cleaning up the policies and procedures related to these requests next year because it has been very confusing trying to determine what to submit. Parliamentarian Robinett clarified that it will be Faculty Senate rather than him personally who will be cleaning up the forms. He noted that there are no specific forms for reorganization, so the proposals have had to come forward on Request for New Department or School forms. He expressed his thanks to Associate Provost Holly Nikels who spent time working with Parliamentarian Robinett on this process, both contractually and by looking at precedent; to former Senate Chairs Christopher Pynes and Ilon Lauer, who consented to discuss this with Parliamentarian Robinett and Dr. Nikels; and to Recording Secretary and Faculty Senate Office Manager Annette Hamm, who provided minutes going back about a decade covering other instances when these requests have come forward.

Parliamentarian Robinett said the answer to Senator Hunter's question is that no one exactly knows. Interim Dean Sheffield added the reason the department name and mission sections are written as they are is because if the proposals are approved the College will want the appropriate faculty to have those conversations about establishing a new mission and department name, if desired.

**Motion:** To handle each of the three proposals separately (Hunter/Wipperling)

Senator Tang asked what the three separate proposals are specifically. Parliamentarian Robinett responded they would be item 1., PE Teacher Education to School of Education; item 2., Sport Management to RPTA; and item 3., Health to Kinesiology.

#### **MOTION APPROVED 12 YES – 0 NO – 2 ABSTENTIONS**

##### 1. PE Teacher Education Program Move to School of Education

Senator Wipperling remarked this proposal makes sense to her. Chair Albarracin observed that there are instances where programs in teacher education are housed in the various disciplines, such as History Teacher Education. She asked why this move is necessary. Interim Dean Sheffield acknowledged that some education programs, particularly in the secondary education areas, are housed in the various disciplinary departments; for instance, English Education is housed in the Department of English. He pointed out, however, that PE Teacher Education is a Pre-K through 12 licensure program. He noted that while it is connected to some degree with Kinesiology, the School of Education is home to all teacher ed programs, and it is thought that PE Teacher Education will find a better home there. Interim Dean Sheffield pointed out that the faculty will be more directly connected to changes in licensure and those kinds of matters if they are located within the School of Education, and it will help Kinesiology since they will now have the burden of many Public Health students in their department. He stated that the Kinesiology student numbers stand at about 45 currently, so in thinking about evening out some of the workload and program synergies, this proposal seemed to fit. He noted that the School of Education already houses the PE MAT Alternative Licensure program, so the College thinks that having Kinesiology professors Ritchie Gabbei and Baofu Wang in the School of Education to help with that program will be beneficial. He anticipates that the two PE Teacher Education faculty members will find a strong leadership team in the School of Education since Kinesiology is one of the departments that currently has an interim chair.

Senator Gravitt observed that the proposal indicates that there was one dissenting vote from Kinesiology and one from Education. She asked if it is known what their concerns were and if they will be addressed. Interim Dean Sheffield responded that he does not know who voted no because it was anonymous. He added that since that vote, School of Education Director Jim LaPrad and Assistant to the Director Sharon Stevens have been having conversations with the two PE Teacher Ed faculty members. He said Dr. Gabbei has indicated some emotional attachment to being in Kinesiology because he has been there since Kinesiology was actually the Department of Physical Education. Interim Dean Sheffield does not know why one faculty member in Education voted against the proposal either, but the vote total was

23-1. He also thinks there may have been one or two faculty members in Education who did not vote. Assistant Dean Renee Polubinsky added that the vote was not limited to faculty in PE Teacher Education but included all Kinesiology faculty, so it could have been someone in Exercise Science, for example, or some other Kinesiology program who did not want the program to change.

Senator Petracovici pointed out that for mathematics, grades 6 through 12 have now been split into middle school and high school. He said Middle School Math has been moved to the School of Education and only High School Mathematics stays in the Department of Mathematics and Philosophy, so there is a precedent for part of the licensure areas being hosted in the School of Education rather than in the home department. Interim Dean Sheffield pointed out that middle school has licensure areas in science, math, language arts, and social studies, and they are all housed in the School of Education. He added that the College works very closely with departments and other colleges through UCEP, which is the governing body for teacher education across WIU.

Senator Hamner asked what the implications are if Faculty Senate should vote to approve one, two, or three of the proposals but not all of the proposals, especially considering that one of the proposals is not on the agenda. He wonders what Faculty Senate is communicating if senators only approve one, two, or some subsection of the total proposal. He wants to know what senators understand themselves to be communicating in that type of scenario and if there is anything Faculty Senate can say clearly about what that would mean. Senator Hunter remarked he has the same concern, but by the same token he has an issue with one of the proposals. He does not understand what will happen in the future and thinks senators are being asked to vote on something they do not know about. He suspects it might be possible to communicate back to a department and a revised reorganization proposal might be able to be brought back through to Faculty Senate after discussion. Chair Albarracin remarked that if Faculty Senate were to approve to move PE Teacher Education to the School of Education, for example, she thinks that would stand even if the other parts were not approved.

Parliamentarian Robinett explained that, based on Board of Trustees policy, Faculty Senate makes a recommendation; this understanding is shared by Dr. Nikels in the Provost's office and is reinforced by a review of the policies. He noted that the BOT policies specifically refer to the Senate's role in approval of a new school or academic unit, but there is a question of how those things have been defined. Parliamentarian Robinett added he will be asking next year's senators to help refine this a bit. He noted that Article 23 of the UPI contract states that faculty must be made aware of any potential reorganizations, then it lists out policies and procedures related to DWEs and other things. He said all other references he could find say that Faculty Senate will make a recommendation on these things, but nothing says that Faculty Senate will have the final say. Chair Albarracin asked if Faculty Senate can approve some parts and not others; Parliamentarian Robinett replied that they could. He reminded senators that they approved a motion to handle the agenda items separately, and there is still one proposal that is not on the agenda, so how they handle that will be up to the body.

Senator Atherton asked if an item was tabled if it would have to be brought back to the floor later. Parliamentarian Robinett replied that if a motion is made to table a particular item, it remains tabled until such a time that a motion is made to bring it off the table. He added that if a senator were to table something and want to bring it back to the agenda today, it would require a motion, a second, and a two-thirds vote of the body; otherwise, it would remain tabled until someone brought it back at a future meeting. Senator Land asked if it would make sense to table the proposals until the next Senate meeting when there might be more information available. Parliamentarian Robinett replied that as parliamentarian he can tell senators the procedures to follow but cannot guide them on what decisions to make.

Senator Gravitt said she thinks parts of the proposal, such as the item currently under discussion, are fairly easy; there are no real dissents. She would have no issue in getting through some of the proposals that make sense to most senators and where there are no big

issues. She noted that there are some proposals that she has questions about and that others may question, also, but all Faculty Senate can do is make recommendations on the ones they do not object to and make suggestions on others may need more consideration; after that, it will be up to the College.

Chair Albarracin asked if the administration can still move the reorganization plan forward without Faculty Senate's recommendation. Parliamentarian Robinett replied that the Board of Trustees policy from 1973 states that there should be a Faculty Senate recommendation before the administration moves the proposal to the Board. Chair Albarracin asked again if the administration can move the proposal forward without the Senate's participation; Parliamentarian Robinett replied that is not clearly identified in the policies he has read.

**Motion:** To approve the proposal (Gravitt/Atherton)

**MOTION APPROVED 15 YES – 0 NO – 1 ABSTENTION**

2. Sport Management Program Move to Department of Recreation, Park, Tourism, and Hospitality

Senator Tang remarked he thinks it is premature to vote on item #2 and that it would be better to table it so that there is more time to discuss and more stakeholders could be invited to participate in this process. He told senators that the Department of Broadcasting and Journalism is a stakeholder that was not invited to participate in the reorganization process regarding this program, even though there has been lots of collaboration between BC&J and Sport Management. He recalled that representatives of the Sport Management program approached BC&J as recently as April 20, 2023, with discussions continuing into Spring 2024, about exploring an undergraduate program with Broadcasting and Journalism, suggesting there is curriculum of interest in common between the two. Senator Tang observed that the Sport Management master's program specifically includes a class on Public and Media Relations in Sport, and Public Relations is an area already taught by Broadcasting and Journalism within the new School of Communication and Media. He added that Broadcasting and Journalism already has an integrated program with Sport Management that features BC&J students under their own program flagship.

Senator Tang stressed that these points suggest that there may be some value in Sport Management considering a partnership with Broadcasting and Journalism and the School of Communication and Media. He feels that from the beginning of this process BC&J and the College of Fine Arts and Communication have not been invited to be a participant in this conversation. He is not sure what kind of process a college-level reorganization like this one should undergo, but he thinks it would be better to table the proposal to allow for more time for BC&J to be at the table and present for the conversation. He added he has three quotes from colleagues in his department and college that he would like to read in order to give senators an idea of what his peers think about this issue.

Parliamentarian Robinett asked if Senator Tang was making a motion to table because, if so, discussion would need to center on that actual motion, or if he plans to continue discussion of the particular item in order to clarify things.

**Motion:** To table discussion of item #2 (Tang/Land)

Parliamentarian Robinett stated that discussion can now continue on this motion. Senator Tang read three quotes based on what he said were quite a few email exchanges with his colleagues:

- “The lack of process is what I find surprising because we have been in dialogue with Sport Management in the recent past. To not hear about this development in its earlier, more formative stages was a missed opportunity for continued collaboration.”

- “This is not to suggest that there is anything wrong with RPTH, but it is strange that there has been no conversations with anyone else about those possibilities, and it seems like the whole decision is going forward without considering all of the other options.”
- “The Faculty Senate may wish to consider this issue in more depth and be certain that other departments or program stakeholders have been appropriately included in those discussions before approving this.”

Interim Dean Sheffield responded that he did have a conversation with the Dean of the College of Fine Arts and Communication, who also indicated some of these concerns. Interim Dean Sheffield stressed that nothing is being changed about the Sport Management program; the only change will be where it is housed. He explained the move is intended to alleviate the Department of Kinesiology as the Public Health program and faculty would be moved into it. He added that the 4+1 agreement between Sport Management and COFAC will not change; the proposal just represents an administrative move to another department. He is not sure why, given that the program will not change, the move would impact anyone else or why it would require additional conversations. Interim Dean Sheffield related that when he spoke with COFAC Dean Billy Clow he explained that all that is intended is a move to become more efficient because the College of Education and Human Services is quite rickety at the moment, and this move is one of those planned to shore it up. He reiterated there are no program implications at all with this request.

Chair Albarracin asked Senator Tang if this addresses his concern. Senator Tang responded lots of possibilities could be discussed if BC&J and COFAC were invited to participate in this process. Interim Dean Sheffield stressed that his College is very keen on working across disciplines; they think that is the way to go for the future with any kind of programs. He told senators that when COEHS built the Master’s in Teaching program, they determined to “put seats in other people’s classes,” which is what has happened with that program and which is the kind of approach the College will continue to take. He stressed that the College would never do anything with the Sport Management program if it impacted any other college or department without having a conversation with them because that is not who COEHS is and it is not who they should be as part of a university. Interim Dean Sheffield believes that the silos at WIU need to be broken down. He promised that if the time were to come where the Sport Management program was to be changed, the College would happily have those conversations, but what is currently proposed is an administrative move to have that program housed in a different department.

Senator Wipperling expressed her agreement with hearing from all bodies. She noted that the proposals show the votes from certain departments, but she thinks it would be nice to hear everyone’s thoughts. She thinks that if Faculty Senate has not heard from those other departments, they should consider tabling for today until everyone can be brought into the conversation.

Chair Albarracin recalled that a few weeks ago senators dealt with a realignment within the College of Fine Arts and Communication to create a School of Communication and Media. She asked if Broadcasting and Journalism consulted with the College of Education and Human Services about that realignment since they are interconnected. Interim Dean Sheffield responded that the College of Education and Human Services was not consulted at all about the creation of the new school. He said COEHS would not worry about not being consulted about this, but as Senator Tang has spoken, Interim Dean Sheffield now thinks it could impact COEHS in some ways, but they were not part of that conversation.

Senator Gravitt remarked she does not see how moving a program from one department to another would affect any collaborations with any other unit on campus except that they might need to know to call a different phone number or go to a different office. She stressed the Sport Management program will not go away; it is just a question of which organizational

tree it will be housed under in future. She said that while it might be nice to inform everybody, that is what this meeting is about, so that senators can go back and tell their faculty colleagues and unit that a program will be moved from one department to another but that the program is not going away. She stressed the whole purpose of faculty representation on Faculty Senate is to share information that someone else might not necessarily know to read the minutes about. Senator Gravitt would be more concerned if COEHS planned to get rid of a program, but if the program is just to be moved from one place to another, she does not see it as a huge concern.

Senator Tang thinks it would be better to invite the Chair from the Department of Broadcasting and Communication and COFAC representatives to come to Faculty Senate to talk to senators. Senator Wipperling related her concern stems from faculty in theatre and music departments sharing ACE loads between both departments. She noted there are sometimes fights between how many ACEs a professor can teach in one area versus another area. She wonders what conversations will be had about sharing ACE loads of faculty between different departments based on where the classes are, where the faculty are housed, and who is in charge of the faculty. She does not feel like she knows enough about what all of this means, which makes her concerned.

Parliamentarian Robinett asked if he could be recognized momentarily, not as parliamentarian but as the curriculum chair for the Department of Recreation, Park, Tourism, and Hospitality. Dr. Robinett then moved to the microphone to address Senator Wipperling's question. He explained there is nothing currently taught in Sport Management that would involve what she has described. He noted that Sport Management has integrated programs with both RPTH and with Sport Broadcasting, the two areas which feed into this particular program. Dr. Robinett recalled there have been conversations for at least the past three years about different configurations for a possible undergraduate Sport Management program. He told senators the first discussion was regarding a possible integrated Sport Management undergraduate program with RPTH, Sport Broadcasting, Kinesiology, and Business. He recalled this was moved forward by three of the departments, but at that time Sport Broadcasting was in the process of hiring additional faculty and asked that the proposal not move forward, so it did not. He added there was consultation about this proposal all the way through that he, as curriculum chair for his department, was involved in. Dr. Robinett stated that he also serves as the graduate coordinator for RPTH, so if the proposal moves through it will involve him and Assistant Dean Polubinsky determining how some of the advising tasks will be accomplished as far as the 4+1 agreements in the different programs. He said nothing about this has yet been presented to the curriculum committee, where a vote would be required before linking in any way with that.

Returning to his seat, Parliamentarian Robinett reminded senators there is a motion to table on the floor, which has been seconded, and a vote will need to be taken on that, when senators are ready, before anything else can be moved forward.

#### **MOTION TO TABLE FAILED 2 YES – 12 NO – 1 ABSTENTION**

Parliamentarian Robinett remarked the proposal is still under discussion until a senator makes another motion.

**Motion:** To approve the proposal (Gravitt/Hunter)

#### **MOTION APPROVED 12 YES – 2 NO – 1 ABSTENTION**

### 3. Health Programs Move to Department of Kinesiology

Interim Dean Sheffield told senators a vote was held to dissolve the Department of Health Sciences and Social Work, which received a favorable vote. He said the question then became where to house those two programs, and in the case of this proposal the decision was made to

move Health Sciences programs and faculty to the Department of Kinesiology. He believes this to be a natural fit. He added that Public Health would be moving nearly 100 students, which is one of the reasons for removing the two previous programs from Kinesiology.

Senator Hunter asked if there would be any loss of majors or minors as a result of this proposal. Interim Dean Sheffield responded there will not; it is simply an administrative move. He added there will be no changes to the programs; the programs and the faculty will simply move, making them much more stable and efficient.

Parliamentarian Robinett pointed out that dissolving this department was not included in the paperwork submitted to senators. Senator Wipperling asked if there needs to be a motion to include that additional paperwork. Interim Dean Sheffield observed he has seen no policy about dissolving departments in the Faculty Senate Constitution, Bylaws, or university policy, so he does not know how to go about doing that.

Senator Gravitt remarked the proposal that is being discussed is the one she had the most issues with because there is no clearcut solution that everyone is happy with and where everyone knows where they are going. She asked where Social Work would go if the dissolution of the department occurs and whether their faculty are happy with where it is proposed they go. Interim Dean Sheffield responded that piece is the document that senators do not yet have and which he is hoping they will bring forward to the agenda. He added that faculty voted no to that proposal. Interim Dean Sheffield told senators the College promised their faculty an open, transparent, complete process, and regardless of senators' votes today, they want to finish that process. He stated that if senators approve three proposals, and if the final proposal is added to the agenda, which he would appreciate, but is voted down after senators see that the affected faculty voted no, he would be satisfied as long as the College could complete the process and go back to have further discussions with both faculty groups and the Provost's office to talk about next steps.

**Motion:** That the additional proposal be distributed (Hunter)

Parliamentarian Robinett stated it is not necessary to have a motion for distribution of the document; senators can simply request this of the College representatives. He stated that if senators want the document added to the agenda, however, that is a separate issue that would require a vote.

Senator Gravitt explained that the Executive Committee just received the fourth proposal today, so they were not sure they should add it to the agenda because it was received so late. She added that two-thirds of the senators present need to agree to add the item to the agenda. Senator Petracovici said he would like to see the document first before making a motion to add it to the agenda. Senator Hamner explained that the discussion about the additional item which did not make it to the agenda caused a lot of debate among the Executive Committee between 2:00 p.m. and this meeting because it was not provided in advance. He asked Interim Dean Sheffield if he could explain what happened and why the document did not make it to the Executive Committee sooner.

Interim Dean Sheffield said he takes complete blame for this occurrence. He noted that there was an earlier version of the document that was included in the materials that were provided for the Executive Committee meeting that he attended [April 16]. He recalled that ExCo talked about the proposal some at that time, but the issue was that the Executive Committee requested that the College of Education and Human Services hold another vote specific to the impacted faculty in the various areas. Interim Dean Sheffield thought he had gotten all the final documents to Parliamentarian Robinett; then Ms. Hamm asked him on Monday for signed versions [because the originals submitted were unsigned]. He did not realize until today when preparing for this meeting that he had not provided the Social Work document. He told senators it was simply a mistake on his part with no other reason behind it. He reiterated that COEHS wants to finish the process that they promised their faculty and staff.



Senator Hamner asked if he is correct recalling that the request was for all of the materials to be submitted by Friday, April 26. Interim Dean Sheffield replied that is correct and that he did submit them by Friday, but then Ms. Hamm informed him on Monday that he needed to sign the request forms. Senator Hamner stated he is torn because everyone makes mistakes on technicalities; on the other hand he is worried about the precedent this would set for Faculty Senate as a body if agenda items are accepted that were not presented earlier. He thinks this should be considered during senators' deliberations.

Senator Ebert Wallace remarked she understands there are paper copies for distribution to senators in the Capitol Rooms but wonders if they have been uploaded to the Google Drive for those attending via zoom. Ms. Hamm responded she could upload them once senators decide that is what they want to do. Parliamentarian Robinett stated that Faculty Senate is still at the moment considering whether they want the document to be passed out. Senator Petracovici asked if the document can be distributed without adding it to the agenda. Parliamentarian Robinett replied he does not see any reason why it could not be since it would just be supplemental information. Senator Gravitt said she would support passing the proposal out. Interim Dean Sheffield expressed his appreciation for that sentiment, adding that it will mean his College will not have to come back to Faculty Senate to consider it separately.

Interim Dean Sheffield explained the document being distributed is very simple; it is formatted exactly like the previous ones with the result of the vote at the end. He suspects that will sway senators in one direction, but the College would like to have this process done so they can continue the conversation. Senator Gravitt asked if senators could add the document to be considered before agenda item #3 if they wish to do so; Parliamentarian Robinett confirmed this, adding that it would require a two-thirds vote. Senator Petracovici reiterated that he wants to see the document before adding it to the agenda. Parliamentarian Robinett announced the document is now being loaded into the shared Google Drive for senators who are attending remotely.

Senator Perone, a faculty member in the Department of Health Sciences and Social Work, expressed her concern regarding the time this will take because no senators have read this document in advance. She anticipates there may need to be a lot of discussion and questions, and some senators may have other commitments, so she thinks this is something to think about. Senator Wipperlring responded that senators can read as much as they can, and if they feel the need to table consideration for later, they can. She thinks they could have this conversation later if senators do not think they have had enough time with the information. Senator Gravitt remarked that the document being distributed affects item #3, which is already on the agenda, and she does not think an informed decision can be made on item #3 without making a decision about the new proposal. She thinks without adding the new document to the agenda, senators would have to table item #3. Parliamentarian Robinett observed that, according to Faculty Senate policies, there would have been nothing to prevent Interim Dean Sheffield from passing out the document before the meeting began.

Interim Dean Sheffield explained that with the dissolution of the Department of Health Sciences and Social Work and the plan to move Public Health programs and faculty to the Department of Kinesiology, that left Social Work programs and faculty. He said the College proposes moving them in with the Department of Counselor Education and College Student Personnel. He related there have been quite a few discussions with the two groups – individually as well as everyone together – on this possibility. He reiterated the request is much the same as the others – making a new department by adding Social Work to CSP and Counselor Ed.

#### **SENATORS WERE PROVIDED SOME TIME TO REVIEW THE DOCUMENT**

Senator Ebert Wallace remarked the form just distributed does not seem to be as complete as the other forms since it has TBD (to be determined) in parts of the request. Interim Dean Sheffield reiterated this form is much the same; as he responded earlier to Senator Hunter regarding the mission and the department name, the College would like the faculty themselves to determine this as opposed to it being determined for them because faculty will want to work through this.

Chair Albarracin reminded senators that they are still on item #3, moving Health Sciences to Kinesiology. Senator Gravitt asked for confirmation that, although item #3 is on the agenda, no one has made a motion regarding it. Parliamentarian Robinett confirmed that senators are still in discussion on item #3, but no one has moved to approve it or any other action.

**Motion:** That senators pause discussion on item #3 so that they can bring to the table the new item (Gravitt/Wipperling)

Parliamentarian Robinett asked, for clarification, whether Senator Gravitt is moving to bring the new proposal to move Social Work in with Counselor Ed and College Student Personnel to the agenda ahead of item #3. Senator Gravitt confirmed that is correct.

Chair Albarracin asked for any discussion on this motion. Senator Wipperling thinks it will help senators to make a decision on item #3. Senator Hunter asked what reason there is for adding this to the agenda. Senator Gravitt responded because the additional proposal directly impacts the current item #3. She stated that if senators do not resolve on breaking up the department, they cannot bring the affected programs and faculty in #3 into Kinesiology. Senator Atherton asked if Senator Gravitt thinks they are mutually exclusive and one cannot move if the other does not; Senator Gravitt confirmed this is her understanding. Chair Albarracin disagreed, stating that in theory if the department is not dissolved the College could still move one of the programs. Parliamentarian Robinett related that, in conversations with Associate Provost Nikels, if senators were to approve item #3 to move Health Sciences in with Kinesiology, it would leave Social Work alone in an area. He pointed out that the new document does not actually dissolve the Department of Health Sciences and Social Work; item #3 moves Health Sciences to Kinesiology and the new document moves Social Work to Counselor Ed and CSP. He added the vote will actually be on moving the faculty and programs, not on dissolving the department.

Senator Perone observed that the new request form in the section on mission includes the mission statement for Counselor Education and the one for College Student Personnel, but does not include the mission statement for Social Work. Interim Dean Sheffield responded that the website for the current Department of Counselor Education and College Student Personnel does not show a single mission statement but one separate statement for each discipline. Senator Perone pointed out that accreditation requires Social Work to have its own mission statement outside of the department, but it is not included on the form.

**MOTION TO ADD NEW ITEM TO THE AGENDA BEFORE CURRENT ITEM #3  
APPROVED 10 YES – 3 NO – 1 ABSTENTION**

4. Social Work Move to the Department of Counselor Education and College Student Personnel  
*(New Item)*

Interim Dean Sheffield said Assistant Dean Polubinsky reminded him that that the Social Work mission statement was not included on the form because it is to be determined. He added the College thought that the new department would want to work together on mission statements.

Senator Gravitt remarked it is her understanding that this is the most contentious proposal because Social Work and Counselor Education do not want to combine. Interim Dean Sheffield confirmed this is correct, adding that it is the only one of the proposals which is

contentious. Senator Gravitt asked if there is a path forward where both groups can be in the same arena and can create and facilitate their own missions. She noted they will not be in the same office together, so she does not understand what the issue is in having them in the same unit. Interim Dean Sheffield admitted he does not understand some of it either. He related he has said to both groups on numerous occasions that they will continue to have complete program autonomy, and with that autonomy he would not expect either to get in the way of any of another group's curricular work. He asked the groups if they would agree to try the realignment out for a year, and if that did not work, he would be willing to reexamine the structure. He thinks there might have been the perception among some faculty that this was a permanent move, but no restructuring is permanent, and he is willing to revisit it. Interim Dean Sheffield told senators that he was hopeful that with his commitment to program autonomy and his request to try the arrangement for one year, that faculty in the affected areas would give it a try. He has told the groups that he actually finds this part of the College reorganization the most exciting in terms of possible program synergies.

Interim Dean Sheffield understands from both groups of faculty that they are concerned that they will ultimately be competing for students. He said the reason for this is that the College pushed very hard to get permission to start developing a master's degree in Social Work. He admits there are some overlaps between the two master's programs that might get contentious, but Interim Dean Sheffield told the groups that this will occur regardless of which department they are in. He thinks it would make more sense to be together in one department to address some of these possibly contentious issues because, ultimately, the MSW is going to have to hear from other programs on campus that might see it as competition, and that goes beyond Counselor Ed. Interim Dean Sheffield said he understands the concerns on some levels because there is overlap, but right now the shortage of both counselors and social workers in schools is tragic. He believes the two groups could work together to get some counselors and social workers out there. He added that due to accreditation there are student-to-faculty ratio limits to the number of students that can be brought into these programs.

Senator Gravitt said this helps clarify her concerns. She related there are similar issues in the School of Engineering and Technology where they must be very clear what is an engineer's role and what is a construction manager's role because there is overlap in terms of how they can operate. She said this situation for Social Work and Counselor Education just means that they will have to have the information on their websites clarify the roles and responsibilities for each program and what you can do with each of their degrees. She does not necessarily see this as a justification for not being housed under the same unit. Interim Dean Sheffield responded that he agrees with Senator Gravitt but faculty in those departments clearly did not.

Senator Atherton said he can understand the two programs feeling that they are fighting for their ratio of X amount of students if that number is limited. He wonders if the two programs would have leeway to add more students if they were to collaborate. He could envision the two programs collaborating to bring in new students at the master's level versus fighting for the set number of students coming up through the undergraduate level and wonders if this is something they would take on. Interim Dean Sheffield pointed out that the Counselor Education master's program is face-to-face on the Quad Cities campus, while Social Work is diligently working on creating an online master's program. He can foresee an online masters in Social Work pulling from all across the state, whereas Counselor Ed will maintain its face-to-face delivery mode. He does not think that Social Work will bring in enough students, based on its accreditation limitations, to be fighting over students with Counselor Ed.

Interim Dean Sheffield observed that the School of Education is huge, and although they are all educators, Special Education faculty could very well poach Elementary Education students, but that does not happen in this unit. He does not think it would happen in a combined Social Work-Counselor Education-College Student Personnel unit either. He informed senators that there is an LGBTQ Clinic on the Quad Cities campus that provides counseling services for those individuals who are in transition. He could imagine Social

Work and Counselor Education wanting to collaborate on a minor or post-baccalaureate certificate in LGBTQ issues, and that is just one example where the two programs might possibly work together. He thinks the new unit would flourish. Interim Dean Sheffield told senators he has only been at WIU seven years, and his first year of employment coincided with the first round of layoffs. He thinks when people hear “reorganization” they imagine program elimination, faculty layoffs, and that sort of thing, but these proposals are absolutely not that case. He stated that, in fact, the College is trying to work against that by trying to bring programs together.

Senator Hamner asked who can speak right now and whether those watching via zoom can speak as if they standing at the microphone in the Capitol Rooms. Chair Albarracin responded that they can, especially those in the departments that are being discussed currently. Senator Hamner said he especially wanted to ask if representatives of those departments could engage in the discussion. He added that when there is a 10-1 vote against with two abstentions, he feels a deep responsibility to his colleagues to invite their perspectives and ask about its sources from their angles of expertise. Interim Dean Sheffield remarked he completely agrees.

Senator Hunter asked who voted on the dissolution of the Department of Health Sciences and Social Work. He wonders if it was just members of that department. Interim Dean Sheffield responded affirmatively. Senator Hunter asked if there were two things occurring on the form: the dissolution of the department, and the addition of Social Work to the Department of Counselor Education and College Student Personnel. Interim Dean Sheffield responded that he had a conversation with Parliamentarian Robinett about procedures since it is very unclear how this is supposed to work; he will appreciate next year’s efforts to get this clarified moving forward. He noted that there is nothing in the form about dissolving a department, but what was suggested by the Executive Committee and Parliamentarian Robinett, following a conversation with the Provost’s office, was that the College go ahead and hold a vote on dissolving the department, even though there is no procedure for that. He said the College thus held a subsequent round of votes, and this was one of the rounds of votes for faculty in Health Sciences and Social Work. Senator Hunter asked what is actually being approved if senators approve the request form. Interim Dean Sheffield responded what is in front of senators is the creation of a new department that would include College Student Personnel, Counselor Ed, and Social Work.

Social Work professor Karen Zellmann remarked that in regard to the vote for the dissolution of the Department of Health Sciences and Social Work, Social Work faculty know from their Health Sciences faculty colleagues that this is in their best interest. She said Health Sciences faculty felt that is what they needed, and Social Work faculty did not want to stand in the way of a move that fulfilled many needs for them. She thinks in many ways the Dean’s office made a good decision thinking of social work as being in the same area as mental health; most social workers do work in mental health, although they also work in hospitals, schools, nursing homes, and anywhere else you can think of. She thinks this might be something the two programs could work toward, but when they met, Social Work faculty heard very clearly that there was strong belief that an MSW program should not exist in the College, much less in the same department. Dr. Zellmann said Social Work faculty are very concerned by this because they think having an MSW program is very valuable to them in terms of recruitment and retention. She related Social Work faculty hear repeated requests for such a program from their students and the community, and their feasibility studies show a need for social workers. Dr. Zellmann thinks it might be possible to work through some of these issues, but at this point Social Work faculty are not willing to say yes to a move into a department where there was such concern expressed that they should not have an MSW program.

Senator Gravitt asked if there is already a chair designated to take over this unit of three separate entities or if they will get to choose who their leader will be. Interim Dean Sheffield responded the College’s plan, should all of the reorganization proposals be approved, is to immediately request two internal department chair searches: one for the newly-restructured

Kinesiology Department and the other one for this department. He said the College hopes that once they have a larger group together, they might be able to convince someone to volunteer as chair.

Senator Gravitt asked how curricular decisions would be made in the short term. She wonders if each program would have its own curricular committee or if there would be one curricular committee for the entire department and they would all have to vote together. She can see Social Work's concerns if there is to be one curricular committee and one program has more faculty than the other and might be able to sink their curricular goals. Interim Dean Sheffield said he has told the groups that he is perfectly happy for there to be two curriculum committees. He related a separate question has been asked about departmental personnel committees, but he is not sure about that answer yet because it is connected to the contract and must be investigated. He is absolutely committed, however, to having Social Work and Counselor Education work with their own curriculum committees. Senator Gravitt remarked it might work if the three programs provided equal members to one curriculum committee. Interim Dean Sheffield thinks that over time, as the two groups of faculty get to know one another, many of these concerns will fade away.

Counselor Education professor Rebecca McLean remarked she finds the Social Work faculty to be lovely people, and she enjoyed meeting all of them. She told senators that the combination, however, does raise a lot of concerns for Counselor Education faculty that need to be taken seriously and under consideration. Dr. McLean related that when she came to WIU in 2011 as department chair of Counselor Education, there was actually a faculty member from the University of Iowa social work master's program who was on the Quad Cities campus teaching courses. She informed the Quad Cities campus administration that this was a direct violation of the non-compete clause, and eventually the faculty member was removed. Dr. McLean told senators that Counselor Education has concerns about Social Work developing a master's degree program even if it is limited to 12 students because the Counselor Education master's is a 60-hour program. She said it takes students three years to complete the program, even if they attend during the summer, so the competition of having a shorter program in Social Work which is completely online will directly impact their enrollment. Dr. McLean related that Counselor Ed gets calls all the time from students asking if they are online, and although they are not, they recruit from a wide area; just yesterday she got a call from an interested student in North Carolina, so their program is well respected. She stated, however, that when it comes to time, money, and student loans in this day and age, she would also choose the shorter Social Work master's program over Counselor Ed because it would save time and money so that students could get on with their profession much quicker. Dr. McLean stated that while, philosophically, there are some similarities, the two are different professions. She believes that the synergy, if it was going to happen, would have already occurred; Counselor Ed or Social Work would have reached out and they would already be working together. She noted that Counselor Ed already has lots of networking and synergy going on, including with Psychology, WQPT, and Communication. She does not think being in the same department will make collaborating easier or more difficult; it is just not happening. Dr. McLean pointed out that many of the Social Work faculty are more clinicians or practitioners than the faculty in Counselor Ed, so the perspective is a little different. She stressed that faculty in Counselor Education really believe that the master's degree in Social Work will kill their program.

Dr. McLean told senators her second point regards accreditation. She pointed out that both Social Work and Counselor Ed have their own accreditation, and everyone needs to be mindful and respectful of that. She said neither group wants to interfere with the other's accreditation process. She noted that there is no collaboration between the two groups because Counselor Ed has no electives; the 60-hour program is dedicated solely to what they need to offer. She added that Social Work faculty cannot teach in the Counselor Education program and vice versa because it is not permitted by their accrediting bodies. Dr. McLean stated that Counselor Ed also has concerns about the department chairperson. She said they have loved having Interim Chair Renee Polubinsky, who has been "a breath of fresh air," and

they appreciate all she has done, but their 2024 standards have just come out and include, under program leadership, a strong preference that Counselor Ed be led by a member of their own faculty. Dr. McLean said that they can work with someone outside of Counselor Ed if necessary, but the standards prefer that it be a core faculty member. She said Counselor Ed faculty recognize that there has been a lot of time and effort put into this reorganization and have appreciated Interim Dean Sheffield's patience and his willingness to listen to and meet with their faculty. She asserted they are not opposed to reorganization or a different placement, but they feel this combination is not the solution that will help either program, and especially not Counselor Education.

Senator Perone expressed her appreciation for Dr. McLean's statement. She stated, in response to Senator Gravitt's question about the departmental personnel committee, that in the Department of Health Sciences and Social Work there is a main group with two to three representatives from each side and then separate departmental criteria for each, which seems to work well. Senator Perone related that regarding accreditation, similar to Counselor Ed, their accreditation requires them to have a chair who has a master's degree in social work and is two years post-practice; if this criterion cannot be met, their program is required to have a coordinator. She added that, similar to what Dr. McLean related, Social Work does have to have autonomy as part of their standards.

Senator Ebert Wallace questioned Interim Dean Sheffield's statement earlier that there would be two separate curriculum committees for Social Work and Counselor Education because she does not know how this would work and thinks there would still need to be a department chair approving this process. She said this is one of her concerns, and she thinks that everything that has been said in recent comments support this concern. Interim Dean Sheffield confirmed that is correct; chair approval would be needed for curriculum changes. He does not see a chair from either group saying no to curriculum, however, and as dean he would step in if he saw that starting to happen.

Interim Dean Sheffield expressed his thanks to Dr. McLean for her vote of confidence in the process. He does not see the master's of Social Work competing against Counselor Ed. He noted that there are already Social Work programs online that students can choose any time in the state of Illinois. He stated that what has struck him is that when he walks through the back hallway of Horrabin Hall he can see half a dozen flyers from other universities advertising their Social Work master's degrees, which made him wonder what WIU is doing. He found out that WIU's Social Work faculty care so much about their students that they would invite these other universities to come to WIU and represent their programs to our students. He does not think it is Counselor Ed that a WIU MSW will compete against; he sees it competing against Aurora University and all the others in the state with similar programs, and he does not think those programs would stand up to WIU's potential program in any way. He believes WIU has plenty of space for both a master's degree in Counselor Ed and one in Social Work.

Senator Gravitt stated that, speaking as someone who has served on college curriculum committees and on CCPI most of her 14 years at WIU, every faculty member has the opportunity to speak at these meetings and share their concerns at all levels. She pointed out that if Social Work was in a different department from Counselor Ed when they proposed their new master's program, Counselor Ed faculty could still express their concerns at the college and university curriculum committee levels. She noted that Social Work would not necessarily be able to have a more concentrated vote at the department level if they were in a separate department from Counselor Ed, but there also would not be the possibility of a group faculty vote in terms of what curriculum moved out of a combined department. She does not, however, think it is a valid concern to stop this consolidation into a new department based upon a future program that is not yet even a reality.

Interim Dean Sheffield confirmed that the MSW is still a couple of years away from becoming a reality, but Social Work has started working on the curriculum for the MSW and the feasibility study has been completed and approved by the Provost. The program

curriculum work has been led by Dr. Kaycee Peterman, and the department is gathering facts for the Graduate Council. Senator Gravitt reiterated she does not see any reason to say the merger is not a good idea based on a program that may never come to fruition. She added that the new department may even break up before Social Work's master's program is approved. Interim Dean Sheffield said he believes the opposite: that through relationship building over the two years the MSW program is put together, concerns would be eased so that there would not be a fight at the Grad Council or the college-level curriculum committees.

Senator Petracovici remarked he has found all of this discussion interesting, particularly hearing both points of view, but he does not think the College was able to sell the faculty well enough on becoming a team. He noted that there are still two sets of adversarial faculty groups, and he does not feel that he can override that. He thinks the faculty groups must come to an agreement and that Faculty Senate cannot override that.

Social Work professor Kaycee Peterman remarked her understanding of the curricular process is that requests are moved up within departments first before continuing up the chain, and it is representatives from departments or colleges who vote on them. She noted that if a request is voted down within its department, it does not even get the opportunity to move up to allow for discussions amongst others who are not from that department. She told senators that it is clear to Social Work faculty that they would struggle to get the MSW request even passed out of their department if they were combined with Counselor Education. Interim Dean Sheffield thinks that if separate curriculum committees were established, it would prevent that happening. He confirmed that master's level curricular requests move from the department to the graduate-level college curriculum committee and then on to the Graduate Council. He pointed out, though, that every step of the way – particularly at the college-level and Graduate Council – the curricular request will need support letters, including from some competing programs. He wants to be clear that Counselor Ed will not be the only competing program to the MSW request; there are other programs on campus that might get in the way of it being approved. He thinks that if Counselor Ed and Social Work can find some time to get together over the next two years as the MSW program is developed, they may find a way to work together. Interim Dean Sheffield related that at the common meeting he realized that the two groups had never really met, even though they have so much in common, which fueled his excitement about the possibilities of a combined department.

**Motion:** To approve the proposal with the understanding that at the administrative level some clear things will have to be worked out in terms of leadership as well as curriculum (Gravitt)

Senator Gravitt sees no reason why putting the two groups into a different organizational structure would preclude a working relationship. Interim Dean Sheffield remarked he is not sure that Faculty Senate can specify the part of the motion following “with the understanding.” Parliamentarian Robinett confirmed that this motion would not be allowable for that reason.

### **MOTION RESCINDED**

Interim Dean Sheffield said he has already made a commitment to do this if the proposal is approved and to reexamine the combination at the end of a year. He understands there is a history that might lead to mistrust of administrators, and he hopes that faculty in both groups believe that when he commits to something, he is committed and does not waiver. Senator Gravitt pointed out that the UPI contract now allows for program coordinators, which would help for accreditation reasons if someone from the third group, College Student Personnel, were chosen as chair of the new department.

Senator Hamner said he would like to share his perspective with senators so that his vote is more than just a vote and includes an explanation. He has had a lot of conversations about this proposal in the last couple of weeks and affirms the effort that has been made this year by many people throughout the College of Education and Human Services, including Interim

Dean Sheffield, to bridge gaps, listen, and get a faculty-led process on the table. He related that it seems, when listening to his colleagues within Counselor Education, that they do not feel like their concerns have been understood. Senator Hamner said his dilemma was whether he is approving something to happen, but he has been told that his vote is a recommendation that a proposal move forward. He echoes what Senator Petracovici stated, that he is responsible to represent his colleagues in the involved fields, which Senator Hamner thinks is a heavier weight than to desire something that makes sense and improves the situation. He recognizes the clear need for a reorganization of the College of Education and Human Services that would allow it to move forward aggressively and powerfully and to be as strong as it can be. He added that he wishes to affirm Social Work as a discipline as much as Counselor Education and College Student Personnel. Senator Hamner told senators the reason he must ultimately vote no is that he is looking at a 10-to-1 ratio with two abstentions among his colleagues. He stated that while he has done his best to understand the relationship between counselors and social workers nationally, and among WIU's Counselor Ed, College Student Personnel, and Social Work programs, he does not know all of the details involved because his discipline is English. He wanted to go on the record with more than a simple no vote and explain his respect for the people involved individually, even as he makes his best guess determination.

**Motion:** To approve the proposal (Gravitt/Hunter)

Senator Perone remarked that because the Social Work program is on the Macomb campus and the Counselor Education and College Student Personnel programs are on the Quad Cities campus, there has been a question about office support and where that would be located since all programs would need it. She related that Interim Dean Sheffield has discussed this with the groups, but there is a logistical side. She noted that there are many variables that make this decision difficult, and she does not know whether having more conversations will help.

Senator Hunter responded that, while he appreciates these concerns, the School of Engineering and Technology went through a merger like this a few years ago and had similar doubts. He noted that half of their programs are on the Quad Cities campus and half on the Macomb campus, and they have been able to make the logistical challenges work. He recognizes that it is probably a nightmare for their director, but he is learning more every day. He thinks the comments are more concerned about fear of change than they are about working together, and he plans to vote yes for the proposal.

Chair Albarracin said she will not vote yes to affirm the merger of the departments because she thinks her faculty colleagues have legitimate concerns. She recognizes that, technically, the College did follow the process and consulted with faculty, but the faculty said no to the proposal, and she thinks that must have some value. Senator Tang remarked that from the numbers he can see it will be an unhappy marriage. Senator Gravitt remarked no one says someone has to be happy with their roommates.

**MOTION FAILED 2 YES – 11 NO – 1 ABSTENTION**

3. Health Programs Move to Department of Kinesiology (*Continued*)

Senator Gravitt asked if it is worthwhile to continue to discuss this proposal when Faculty Senate voted the previous proposal down because this proposal seems to be dependent on the previous one. Interim Dean Sheffield replied he is not sure that the two proposals are dependent on each other. He said that while the College hoped the proposals would all go forward together, the fact that one proposal was not approved means he needs to have further discussions with faculty and with the Provost's office. He does not know that one proposal should necessarily cancel out the other. Interim Dean Sheffield stated that one of the College's pledges was to have a good, long, thorough engagement process that would end at Faculty Senate, however that turned out. He said it would be his preference, even with one proposal not approved, that senators provide their input on the final proposal.



Dr. Peterman observed that Health Sciences has classes that are cross-listed with Kinesiology, and Kinesiology faculty teach some of their classes. Dr. Peterman said she and some of her Social Work colleagues wanted to support Health Sciences faculty in this move because it fits and works for them. She thinks it would help Public Health with the number of students in their program and would support that program. She noted that, like previously approved proposals, this proposal simply represents Health Sciences programs and faculty moving out of the Department of Health Sciences and Social Work and into the Department of Kinesiology, so she would not think the failure of the previous proposal would necessarily impact this proposal.

Senator Wipperling asked what would happen to Social Work if Health Sciences moves to Kinesiology. Senator Gravitt observed Social Work would be a department of one program. Interim Dean Sheffield remarked he believes the era of departments that are made up of a single discipline or a single program are over, and they have been over for several years. He thinks one of the financial problems that WIU has is too many departments and too many chair-level administrators. He cannot imagine a university nowadays surviving with a series of single-discipline, single-program, or even two-program departments. Interim Dean Sheffield thinks universities are past this stage of their history and that WIU has to find ways to become more efficient and work together. He thinks Interim Provost Mossman would agree that single-standing disciplinary departments are a day long past considering WIU's financial situation.

Senator Gravitt asked if there was any discussion of Social Work going into the School of Law Enforcement and Justice Administration since many social work programs go along with that discipline. Interim Dean Sheffield replied that very soon Law Enforcement and Justice Administration will no longer be a part of the College of Education and Human Services.

Senator Perone related that Social Work faculty have discussed this, and they recognize they will never be their own department. She said this has been made very clear, so it is only a matter of where the program gets put. She does not want there to be any misunderstanding that there is the chance of Social Work being its own department.

**Motion:** To approve the proposal (Albarracin/Gravitt)

**MOTION APPROVED 13 YES – 1 NO – 0 ABSTENTIONS**

Interim Dean Sheffield expressed his gratitude to senators for calling the special meeting and for adding the missed document that did not get submitted in time to the agenda for discussion. He expressed thanks to faculty in the College of Education and Human Services for their engagement in the process and said that all their input has been very appreciated.

**Motion:** To adjourn (Hunter)

The Faculty Senate adjourned at 5:51 p.m.

Respectfully submitted,  
Annette Hamm, Faculty Senate Recording Secretary