

**WESTERN ILLINOIS UNIVERSITY**  
**FACULTY SENATE**  
**Regular Meeting, 13 September 2022, 4:00 p.m.**  
**Union Capitol Rooms/Zoom**

**ACTION MINUTES**

**SENATORS PRESENT:** J. Albarracin, D. Atherton, S. Bailey, D. Banash, B. Bellott, M. Bernards, D. Brown, G. Cabedo-Timmons, A. Carr, C. Chadwell, L. Ebert Wallace, D. Hunter, J. Land, K. Perone, B. Petrocovi, B. Polley, E. Shupe, B. Thompson, J. Wroblewski  
**Ex-officio:** Manoochehr Zoghi, Provost; Craig Whetten, Parliamentarian

**SENATORS ABSENT:** D. Barr, L. Brice, T. Lough, S. Macchi, Y. Tang

**GUESTS:** Tom Blackford, Cara Cerullo, Julie Cox, Katrina Daytner, Carl Ervin, Samantha Klingler, Ray Lawson, Sarah Lawson, Sue Martinelli-Fernandez, Patrick McGinty, Christopher Merrett, Kristi Midrup, Russ Morgan, Mark Mossman, Lorette Oden, Renee Polubinsky, Linda Prosis,

I. Consideration of Minutes

A. August 30, 2022

**APPROVED AS DISTRIBUTED**

II. Announcements

A. Provost's Report

Provost Zoghi told senators he had been asked to speak about the Provost's Travel Awards. He stated that, as in the past, \$25,000 has been allotted for faculty travel plans this year. He explained that typically two-thirds of the award is given in the fall semester, or about \$15,000, and the remaining one-third, or about \$10,000, in the spring semester. Provost Zoghi noted that this is not indirect cost recovery money. He said faculty typically receive up to \$500, but he has been wondering, since expenses have gone up so much post-Covid and inflation is pushing up prices, if the award should be increased to up to \$600 per faculty member. He noted that this would, however, reduce the number of faculty who could receive the award from its current level of 50 down to 41 since the total amount available would remain the same. He would like to know if faculty would like to see the amount of each award increased or whether it should be kept at the same amount so that more faculty can receive it. He plans to talk to Budget Director Renee Georges after the Board of Trustees meeting next week.

Ray Lawson, Director for Distance Education and Support, who is administering the Provost's Travel Awards this year, said the application process is the same as was used in the past: faculty applying need to write a proposal about the conference they will attend, and the funds must be awarded in the fiscal year in which the conference takes place. He noted that in the past faculty have sometimes needed to travel to a conference in early July, but in that case they must wait until after July 1 to apply for that fiscal year's funds. Dr. Lawson told senators the process is very straightforward: a committee will review and award the funds on a first come, first served basis until the allowable number of faculty is reached, at which time the application process will be closed. Dr. Lawson stated that while the website (<http://www.wiu.edu/citr/home/faculty-travel.php>) says "Not currently accepting applications," he will be making that active so that faculty can submit through the website. He added that in many cases the committee approves the applications that are properly received, but applications must include the approval of the faculty member's chair/director and dean. Provost Zoghi added that applications should be received at least two weeks in advance of the conference the faculty member plans to attend.

Sue Martinelli-Fernandez, Dean of the College of Arts and Sciences, asked if all of the travel award money from last year was used. Provost Zoghi responded that he checked with the Budget Director and the Interim Vice President for Finance and Administration who told him that since the money is not

indirect cost recovery funds, it cannot be carried over to the next year. Dean Martinelli-Fernandez asked how much was used in the fall and spring last year. She thinks faculty may be more willing to apply if they knew those numbers. Provost Zoghi replied that he will need to find that out.

Dean Martinelli-Fernandez remarked that junior faculty tend to depend more on additional funding because their salaries are lower, and it can make a difference when trying to get promoted or achieve tenure. She recalled there was a rollout process last year where a certain amount of funding was earmarked to be used only for tenure-track non-tenured faculty in the first few days or weeks, and after that time tenured faculty could apply. She asked if anyone has thought about doing that again for this round of awards. Chair Thompson agreed there was a formula last year that advantaged junior faculty over senior faculty for the first part of the award period. Provost Zoghi remarked that other institutions where he has worked have given an advantage to junior faculty to help them with their tenure process. Dr. Lawson noted that last year priority was given to full-time Unit A faculty before opening up the awards to Unit B faculty. Chair Thompson clarified that he and Dean Martinelli-Fernandez are talking about probationary Unit A faculty. He asked if that will be the policy this year; Provost Zoghi replied that it will be. Dr. Lawson noted that he does not know which faculty are probationary when they submit the application; Chair Thompson replied that the Provost's Office can provide that information.

Chair Thompson asked for clarification of how the Provost's Travel Awards are funded. Provost Zoghi replied that they are funded through appropriated dollars. Chair Thompson asked why the amount cannot be increased higher than \$25,000, particularly since the university received a five percent increase in its appropriated funding last year. Provost Zoghi replied that it is impossible to carry the funding over from year to year, and in the current budget situation the university does not have the money to increase the amount. Chair Thompson stated he does not know why the amount could not be increased to \$30,000, noting that there is carry over money shown in the Resource Allocation Management Program (RAMP) document.

Provost Zoghi stated that since the total amount cannot be increased at this time, he is in favor of allocating up to \$600 per faculty member rather than \$500 to address the issue of much higher costs for travel expenses. Chair Thompson asked if Provost Zoghi wants the Faculty Senate to endorse this; Provost Zoghi replied affirmatively. Senator Hunter remarked that if all 50 awards are not being given out already, then he is concerned about only giving funding to 42 applicants. He would prefer to see all the funding given out to 50 candidates, but it seems unclear whether there are 50 applicants each year. Provost Zoghi observed that it is difficult to know this in advance. Senator Hunter observed that if there were only 40 candidates, he would recommend raising the amount. Provost Zoghi replied that it is hard to know how many might apply this year based on the last two or three years because most conferences were virtual during Covid, so there is no benchmark. Senator Ebert Wallace asked if it is not known whether all funds were given out or how many people were able to receive the grants last year. Dr. Lawson replied he does not know how many faculty actually went through the process but promised to look into that. The Office of Distance Education and Support has not had an office manager, but Dr. Lawson said they just got a temporary employee who can help to look through the documentation to determine who received the funding last year and how much of it was used. Senator Ebert Wallace pointed out that what would be best for the faculty as far as the \$500 versus \$600 per applicant will depend on the answers to these questions. Provost Zoghi reiterated that, because of Covid, numbers from last year would not necessarily be a good indicator for figures this year. Dean Martinelli-Fernandez remarked that usually the funding ran out in the years before Covid. She explained that each college has their own ways of supplementing the Provost's Travel Awards to best support their faculty; in Arts and Sciences, faculty are able to receive up to \$225 for conference registrations, and additional funding up to \$250 is available for non-tenured tenure-track faculty through a foundation account. Dean Martinelli-Fernandez stated that while, as the Provost stated, the past two years have been an anomaly, she suspects the flood gates are going to open up, and typically there has not been enough money available through appropriated funding.

Dr. Lawson remarked that it is his first year administering the award. He thinks this is why the award is set up as first come, first served because there is sometimes not enough funding for all the applications. He suspects, though, that there was a little bit of money left at the end of the year last year. Chair Thompson would like to see a report from the Provost or Dr. Lawson showing how the money has been spent for the past four or five years because that will help Faculty Senate better grasp the situation. He

thinks once this information is available, senators might be willing to make a motion regarding whether to support increasing the award to \$600.

Senator Banash observed that he does not know how to decide in what way to spend this limited amount of money. He noted that tenure track faculty are the ones who need to travel and to be motivated to travel, but they are not making the salary of a full professor. He believes that if WIU is to retain faculty and to invest in new faculty who are hired, he would be open – as a full professor who has hit all those marks already – to giving all the funds only to those faculty. He thinks the funding should be divided up and support given to tenure track faculty who have not achieved tenure, although he does not know how many faculty members this represents. Senator Banash thinks the university should be well funding those faculty who need to engage in the biggest ways. He noted that the salaries of full professors in Macomb are relatively generous, and travel is not an onerous burden for most full professors. He would be interested to know how many tenure track faculty there are and what makes the most sense for who the university should invest this money in. Senator Albarracin stated that she would be more in favor of increasing the funding and, at the same time, continuing to prioritize junior faculty.

#### 1. Draft University Strategic Plan

Associate Provost Mark Mossman told senators that the university was reaffirmed for ten-year accreditation by the Higher Learning Commission (HLC) on June 6, 2021. He recognizes the hard work that went in to preparing for this process and thinks everyone did a good job. He related that one of the points brought up by the HLC was the disconnect between WIU's current strategic plan, its actual operations, and how WIU thinks of itself as an institution, which led to a commitment to revise the strategic plan about 14 months ago. Associate Provost Mossman related this has been a long process that involved a large steering committee, a set of working groups, and an executive writing committee which prepared a document to go to the cabinet. He explained the model used is a shift from previous years; there is no one strategic plan "floating out there" but instead there are parallel plans as part of an integrated planning model. He related the goal of the draft strategic plan is to connect what is being done in each individual part of the institution in hopes that this process will lead WIU to better decisions and more transparent ways to determine priorities moving forward. He added that while this document will not solve those problems overnight, it is a first step in that direction.

Chair Thompson observed that Action Item 4.f. states "Augment institutional resources to encourage and promote research, creative, and scholarly activities with special emphasis on supporting new and junior faculty members." He asked what this would look like. Associate Provost Mossman replied that a revised Provost Travel Awards might be one example. He explained the idea behind this is giving more resources to faculty to support effective research and faculty success, which, in turn, will lead to student success. He said it represents an investment in faculty, in learning spaces, and in faculty activities. Chair Thompson remarked that a), c), and f) under this action item all seem to say the same thing, but what he wanted to see was examples. Associate Provost Mossman remarked that what one might find in the action items part of the draft strategic plan is that there is a lot of echoing back and forth. He stated that more specific examples as the university moves forward might include developing clear, concrete ways to invest in faculty development, research, and spaces, which ultimately leads to student success. Chair Thompson observed that he finds this section a little confusing because the three seem to be saying the same thing over and over yet are listed as separate items.

Chair Thompson remarked that Action Item 6 articulates the goal to "provide structures and available resources to help faculty earn tenure and employees earn promotions" with examples including mentoring for junior faculty to include pre- and post-grant mentoring and travel support for conferences. Chair Thompson strongly supports this and asked if this is a high priority for the administration since it has been mentioned several times in the draft strategic plan. Associate Provost Mossman responded affirmatively, adding that in many ways there is an effort being made to replicate the work that is being done in Student Services to develop a sense of belonging and connection to WIU for first-year students and extend the same toward first-year faculty as well. He noted that the faculty orientation and onboarding process is being retooled to make it easier and more accessible for faculty, to include giving them access to

WesternOnline earlier, providing them with support groups all the way through their first year at WIU, and a plan to develop a mid-career workshop.

Senator Carr noticed the strategic plan seems to emphasize prioritization of cooperative and peer learning and civic engagement. She asked how that might be envisioned when working with the many asynchronous online courses. Associate Provost Mossman asked if Senator Carr assumes that this is not possible with asynchronous courses. Senator Carr replied that is not what she meant, but she does think that collaboration and civic engagement is more difficult when a course is not offered in synched time. Associate Provost Mossman agrees that it will be more difficult but believes that no matter what modality a course is being delivered in those values of civic engagement and collaborative learning should not be abandoned.

Senator Carr pointed out that the draft strategic plan includes the goals to “Increase responsiveness to learner needs by expanding delivery modalities that promote increased graduation and decreased time-to-degree rates” and to “Participate in statewide and national initiatives designed to decrease time-to-degree.” Associate Provost Mossman explained this is part of a larger objective to increase accessibility for students; if this means working with students and faculty to determine the best modality to deliver courses, then that is what the university should do. He reiterated the purpose is to increase access and the availability of courses for students. Senator Carr asked if there are any ideas about what that might look like that is different from what WIU is already doing. Associate Provost Mossman replied that the strategic plan, which extends until 2027, is about larger commitments, and as the university moves forward with online programming it can develop those kinds of tactical documents that will deliver the specifics.

Senator Carr asked about those programs that do not fit under the acronym STEAMA. She asked what programs are not included under “institutional distinctiveness” and how they might imagine their place in the university. Associate Provost Mossman replied that STEAMA is an attempt to be as inclusive as possible, but programs that are not named specifically are not included in that acronym. He thinks the trouble is that this language is really hard to write, so this is what the committee came up with in this instance.

Senators brought up other minor changes to the document. Associate Provost Mossman pointed out that the document is still a draft and changes have already been made to some sections about which senators had concerns. He volunteered to send the most recent version to senators following the Senate meeting.

B. Student Government Association (SGA) Report – None

C. Other Announcements

1. Carl Ervin, Interim Director for Justice, Inclusion, Diversity, and Equity (JIDE), and Acting Director of the Multicultural Center

Mr. Ervin told senators his goals are to develop a diversity plan and to set short-term and long-term diversity goals for the university. He has been working with faculty on the Anti-Racism Task Force and the Diversity Council and has met with student organizations to see what they would like to see specifically for WIU. He wants to determine what student demands are currently in addition to the demands articulated by the Black Student Association two years ago. Mr. Ervin would like to provide reports to these organizations about how well the university is meeting those goals and what obstacles are still in the way.

Mr. Ervin stated the ultimate goal is to foster and create a more inclusive campus and to let students see this, to let them know about the work being done toward this effort so that they can see things are getting better. Mr. Ervin read an article recently about the creation of three diversity teaching assistantships, which he thinks is phenomenal, but he thinks a lot of people do not know the university is taking these kinds of steps. He wants to have those conversations with people across the campus, including faculty members, to hear their points of view. He

noted that on September 15, the Department of English is bringing in Black/queer/transmasculine poet KB Brookins to speak, while the Department of Race, Religion, Gender, and Multidisciplinary Studies with the Department of Mathematics and Philosophy is bringing in a speaker who will deliver a lecture on “Muslims in the Heartland.” The Multicultural Center is sponsoring a Bring Your Own Tortilla event and The Big Picture with LGBTQ+ students and allies. Mr. Ervin pointed out that when students see faculty at these events, they feel more supported. He recognizes that faculty are very busy but stated that even if faculty can pop in for a moment for students to see them, it makes a world of difference.

Mr. Ervin noted that one thing faculty and employees can do is include their personal pronouns in their signature lines as a show of solidarity. Mr. Ervin stated that he is available to help faculty, staff, and students live up to the dream and goal for WIU to be as inclusive as possible and to become a place where diversity is one thing the university is well known for. He noted that there is a lot of discussion about WIU being a “veteran-friendly campus,” and his goal is to do the same for diversity by letting people know the great things WIU is doing on campus and the changes that are being accomplished to make things better.

Chair Thompson remarked this is an admirable goal. He asked if Mr. Ervin sees any opportunities in the short term, while he is serving as Interim Director, that he wants to push for. Mr. Ervin replied that in the short term he wants to make sure that the demands of the Black Student Association are addressed and that the process is transparent. He also hopes to address the other demands from student groups and to let people know what WIU does. He has heard from some first-year students that they do not feel like they belong, and he wants to provide resources to address this. He related that a question from a professor asking how to add personal pronouns to his syllabus made Mr. Ervin realize that there is nothing explaining this on WIU’s websites; he stated that while this may seem like a minor thing, it helps students feel welcome.

2. Cara Cerullo, Interim Director, University Counseling Center, and Samantha Klingler, Director, Student Development and Success Center

Ms. Cerullo told senators she works closely with Ms. Klingler in providing supportive resources for students. The Counseling Center provides individual, group, and crisis counseling, all of which are free and confidential. The Counseling Center, located on the first floor of Memorial Hall, is open Monday through Friday from 8-4:30. Ms. Cerullo told senators that if they have a student who they think would benefit from some supportive counseling services, they can reach out to the Counseling Center by phone, help the student make an appointment, or, if the student seems to be in need of immediate attention, walk the student over to the Counseling Center where they will typically be seen within an hour. The Counseling Center has one psychologist working part-time on their staff, so there is the ability to offer psychological testing on site. Ms. Cerullo stated that psychological testing is offered at a flat rate of \$275, which can be charged to the student’s account and is much cheaper than getting these tests within the community. She said these tests may help the Counseling Center obtain accommodations for students through the Disability Resource Center. She informed senators that the psychologist can test for attention deficit disorder, learning disabilities, and autism spectrum disorders, which is new for the Counseling Center.

Ms. Cerullo stated that if faculty have concerns about a student, the first thing she would recommend is contacting Ms. Klingler because the Counseling Center cannot reach out directly to or solicit students because that would be in violation of their accreditation, but Ms. Klingler’s office can contact students directly to assess their needs and provide additional support. Ms. Cerullo is willing to come to classrooms to do a presentation on mental health or share what resources are available through the Counseling Center.

Mr. Cerullo told senators the Mental Health Early Action on Campus Act, which was passed in 2019 in Illinois, shortly before Covid, requires all institutions of higher education in the state to do certain things to support students’ overall mental health and wellbeing. She said one piece of this legislation is something the Counseling Center has not yet figured out what to do with: to

assess the course curriculum to see where supporting students mental health and wellbeing fits - where this support is already being implemented and places where it could be incorporated further. She would like to work with faculty in the future to develop a plan to address this.

Ms. Cerullo would also like to get more individuals on campus trained in understanding mental health, the resources available, and how to refer students both on- and off-campus. She explained the way the Counseling Center has been accomplishing this to date is through Mental Health First Aid Training. She said this free training is lengthy, but if a group of faculty are interested in participating she would be happy to arrange that with Bridgeway, who facilitates the training, because the more people on WIU's campuses who are trained, the better served the university's students will be. Ms. Cerullo informed senators that the Counseling Center only serves about ten percent of the student population, and while that is quite a few students, there is a large population they are unable to serve, so the more that people are aware of the available resources, the more connected and supported students will feel.

Ms. Klingler went over the Leatherneck Care Referral process and outlined how faculty members can play an integral role in getting students the help they may need. Leatherneck Care Referral is located at [wiu.edu/wecare](http://www.wiu.edu/wecare) (<http://www.wiu.edu/fye/care.php>). Ms. Klingler stressed that in an emergency situation the faculty member can walk the student to the Counseling Center or call 911, but a student that is of concern but non-emergent can be referred through Leatherneck Care Referral. She said an example might be if a student stops coming to class; concerns of a purely academic nature are forwarded to the Retention Initiatives Office, but mental health emergencies, such as a death in the family, will result in the Student Development and Success Center reaching out to the student within 48 hours of receiving the referral. Ms. Klingler stated that if the concern is a high priority mental health concern, she wants to meet with the student face-to-face and see how they are doing in person. She can help the student connect with the Counseling Center, Beu Health Center, the psychiatrist on campus, or external resources off campus. She said the Student Development and Success Center appreciates getting a professor's point of view or input from Housing through the Leatherneck Care Referral form so that they can really see where students are struggling and how they can be supported.

Ms. Cerullo stated that although she is a licensed clinical social worker and adjunct professor in the Department of Health Sciences and Social Work and has the skills to intervene with students of concern, that is not necessarily her role when she is performing the duties of a faculty member. She used the Leatherneck Care Referral for a student this past spring because that is something Ms. Klingler can offer in her role that Ms. Cerullo could not. She highly encourages faculty to utilize this resource.

Chair Thompson asked if there is a typical waiting time before students can get into their first session. Ms. Cerullo responded that last year the waiting time was six days; that was the first time in a very long time that students could get in within a week. The Counseling Center is already seeing increasing numbers of both intakes and crises this fall, and they are down one staff position with Ms. Cerullo taking on the Interim Director duties. The Center will have one more temporary vacancy soon, so Ms. Cerullo anticipates that there will be a wait time again this fall. She stressed, though, that faculty should not consider this a deterrent to getting students seen at the Center; if the faculty member thinks a student is high need, they can be seen as a crisis appointment, and the staff can assess whether they can be seen as an intake sooner. Ms. Cerullo stated that while there may be some time between initial contact and first appointment, the WIU Counseling Center is typically better than the community resources in terms of wait times for first appointments.

Provost Zoghi thanked Ms. Cerullo and Ms. Klingler for their great work and the work of their teams. He wonders if there might be an opportunity to pro-actively get in front of students with this information, perhaps utilizing the Multicultural Center space. He thinks this might provide an opportunity to interact with student groups and perhaps identify some challenges so that they can be addressed before reaching the level where students need these services. Ms. Cerullo said the Counseling Center is willing to collaborate and do most things requested of them in order to

get in front of the students and do as much prevention as possible. They are looking at grant opportunities through the Office of Sponsored Projects that might allow the Counseling Center to do things beyond their reach when they are in the middle of October and seeing students face-to-face for individual counseling appointments.

### III. Reports of Committees and Councils

#### A. Council on Admission, Graduation, and Academic Standards (CAGAS) (Julie Cox, Chair, 2022-2023)

##### 1. Annual Report (Jason Covert, Chair, 2021-2022)

Among other items, the CAGAS annual report relates that the council approved a waiver of the graduation residency requirements for students transferring from Lincoln College, which was closed in May 2022, effective for summer and fall 2022 only. CAGAS received 41 reports of academic integrity incidents this year, compared to 37 reports the previous year. There were 89 late withdrawals this year, compared to 57 last year; nine substitution/waiver requests, compared to 26 the previous year; and 46 appeals of freshmen or transfer admission denials, compared to 37 the previous year. CAGAS denied a request to waive quarter-system credits for all major and minor areas because they believe this could interfere with accreditation for some departments/schools and because there are only a handful of cases, which can be handled through appeals.

**NO OBJECTIONS**

### IV. Old Business

#### A. Election of Senator from College of Arts and Sciences to Serve Two-Year Term on the Budget Transparency Committee

There were no volunteers, so this item will return to the agenda for the September 27 Senate meeting.

#### B. Election of One Additional Senator to the Committee on Provost and Presidential Performance for One-Year Term

Newly-elected Senator Katherine Perone volunteered to serve; there were no further volunteers, and she was appointed to the position.

### V. New Business

#### A. For the Good of the Body

Chair Thompson asked if Faculty Senate meetings should be moved to entirely online rather than having them offered via zoom and in the Union Capitol Rooms. He does not think the hybrid format is working very well and suspects that attendees do not yet feel safe enough from Covid to have everyone attend in the Capitol Rooms without masks. He stated that, although he would like to see everyone meet all together, given the amount of Covid around the campus and in classrooms, at least anecdotally, he does not think have a full meeting in the Capitol Rooms would be safe. Chair Thompson asked if any senators were opposed to having the remaining meetings this semester online; there were no objections.

**Motion:** To adjourn (Petrocovi)ci)

The Faculty Senate adjourned at 5:09 p.m.

Julia Albarracin, Senate Secretary

Annette Hamm, Interim Faculty Senate Recording Secretary