

# FACULTY SENATE EXECUTIVE COMMITTEE

Tuesday, 30 January 2024  
4:00 p.m. – Via Zoom

## ACTION MINUTES

**MEMBERS PRESENT:** Julia Albarracin, Chair; Everett Hamner, Vice Chair; Denise Gravitt, Secretary

**ALSO PRESENT:** Mark Mossman, Interim Provost; Jeremy Robinett, Parliamentarian; Annette Hamm, Faculty Senate Office Manager

**GUEST:** Cassandra Standberry, Executive Director, Human Resources

1. *Ad Hoc Committee on Anti-Bullying Policies* (Cassandra Standberry, Chair)

Ms. Standberry said she has had an amazing team to work with, and they have a wealth of knowledge. She presented the Executive Committee with a draft policy on anti-bullying and a grievance form. She plans to add some definitions to the draft policy before it comes back to the Executive Committee for final review.

Chair Albarracin asked if bullying has to be pervasive and whether it is the same intensity as harassment. She wonders if the words pervasive and persistent need to be in the definition. Senator Gravitt asked if there needs to be a definition of microaggressions, such as dismissing someone's ideas or concerns in meetings or making someone feel unworthy. She said this kind of behavior can make an employee not want to come to work, but calling it hostile makes it sound violent rather than subtle with a cumulative impact. Senator Gravitt thinks the types of bullying, such as physical, emotional, verbal, etc., need to be included in the definitions.

Ms. Standberry said there is also work underway on a Civility in the Workplace policy, which may address



policy, and they have agreed to help expedite it. She stressed that the new policy will need faculty buy-in. She has also spoken to Vice President Edwards and WIU attorney Torie Smith about the policy. Ms. Hamm observed that the normal process for committees of the Faculty Senate, such as this ad hoc committee, is to

5. *Guests for future meetings*

Guests proposed for future Faculty Senate meetings include Billy Clow, COFAC Dean, and Ted Renner, Facilities Management, to talk about the Performing Arts Center; Katy Valentin, Multicultural Center Director; Christopher Pynes, new Interim Director for Institutional Research and Planning; and Kristi Mindrup, Vice President for Quad Cities Campus Operations. President Huang will also meet with ExCo and Senate later in the semester.

6. The Executive Committee finalized the agenda for the Faculty Senate meeting of February 6, and the ExCo meeting adjourned at 5:31 p.m.

Respectfully submitted,

Annette Hamm, Faculty Senate Office Manager  
and Recording Secretary