WESTERN ILLINOIS UNIVERSITY FACULTY SENATE
Regular Meeting, *19 November 2019,* 4:00 p.m.
Union Capitol Rooms/WIUQC Riverfront 205

A C T I O N M I N U T E S

SENATORS PRESENT: D. Banash, M. Bean, B. Bellott, J. Choi, S. Cordes, S. Czechowski, R. Dimitrov, R. Filipink, J. Franken, D. Hunter, I. Lauer, T. Lough, M. Maskarinec, D. Oursler, B. Perabo, C. Pynes, J. Robinett, R. Sawhney, M. Stinnett, F. Tasdan, E. Taylor, K. Zbeeb (via teleconference)
Ex-officio: Billy Clow, Interim Provost; Lee Brice, Parliamentarian

SENATORS ABSENT: G. Delany- Barmann

GUESTS: Martin Abraham, Steve Bennett, Mark Bernards, Tom Blackford, Ginny Boynton, Amy Carr, Tom Cody, Gary Daytner, Katrina Daytner, Dennis DeVolder, Lora Ebert Wallace, Jack Elfrink, Spencer Foust, Shankar Ghimire, Buzz Hoon, Kishor Kapale, Bill Knox, Angela Lynn, Sue Martinelli-Fernandez, Patrick McGinty, Kristi Mindrup (via teleconference), Lea Monahan, Russ Morgan, Mark Mossman, Kat Myers, Lorette Oden, Renee Polubinsky, Theo Schultz, Eric Sheffield, Amanda Silberer, Bill Thompson, Araceli Villagomez

I. Consideration of Minutes

A. October 22, 2019

MINUTES APPROVED AS DISTRIBUTED

II. Announcements

A. Provost's Report

Interim Provost Clow reported that work has begun to constituteI ' y

B. Student Government Association Report

(Araceli Villagomez, Director of Academic Affairs)

Ms. Villagomez introduced herself to senators, stating that she is double majoring in Political Science and Spanish. She told senators that Spin Bike Share is considering partnering with WIU to provide bikes for student use. She explained that Spin owns the bikes, and there would be no cost to the University; the company earns revenue through their app for each individual ride.

Ms. Villagomez attended the open forum last week regarding the racist note posted in the Currens Hall computer lab. She related that student constituents were upset and angry and want to see more action in response from the University and SGA. Ms. Villagomez stated that, as SGA Academic Director and representative of her constituents, she would like to ask professors to devote five minutes in their classes to let their students know that they are aware of the incident and to offer to discuss it further during their office hours if students have c

n the Senate listproc as a request from SGA. Senator Hunter
ail today but thought it was

to provide some kind of background as to what occurred. Chairperson Pynes reiterated his intention to send the SGA request out to faculty; he reminded senators that faculty have academic freedom and can address the incident in whatever way they feel is appropriate. He stressed that this is only a request. Senator Hunter remarked that without further information, faculty will not know what to discuss; he is afraid that without background information, faculty could accidentally inflame the issue or give false information. Interim President Abraham asked if it would benefit faculty to have talking points so that they would know specifics about the incident and some of the concerns that were raised by students at the open forum. Senator Hunter agree

Interim President Abraham told senators that these weekly reports keep him abreast of where the University is so that budget projections can be started since the information on continuing and new students ultimately sets how much money WIU has to spend – a number that is constantly in flux based on what the enrollment management numbers look like, what is being heard from the state level about funding increases or decreases, and how investment income is doing. Interim President Abraham observed that one of the things impacted by this is faculty hires; if new money is not coming in, the University cannot afford to hire faculty because there is a fixed budget, and the University cannot add a lot to the dollars expended

judicial referral for having alcohol in a dorm room, so they may think this is an equivalent punishment. He does not think the language in Interim President Abraham's email was descriptive enough to say what is actually happening in this case. Interim President Abraham responded that while he acknowledges what Senator Bellott is saying, the judicial review can

Senator Bellott asked how the positions were determined – not just the process that was just outlined but also what happened when the requests reached the Provost level. Interim

and it was done centrally through University Technology, it could be determined pretty quickly how many installations the University has, but faculty may not want that restriction. He noted that there are advantages and disadvantages, but the University will carefully move forward because everyone needs to get better on obtaining that kind of data.

Senator Filipink remarked that across the three sets of layoffs, particularly the last two, it has been the case that there is an idea that the production of General Education SCH is a negative for departments and that it was used as a justification for laying people off. He is happy to hear that this appears to be no longer the case, but he wonders if this metric, going forward, is going to be maintained to indicate that Gen Ed courses have value and are valued by the institution. Senator Filipink related that his constant concern is that farming these kinds of things out has been one of the largest problems in maintaining revenue in the last decade. He believes that the University's constant signing of 2+2 agreements and farming out General Education courses does not benefit WIU's students and its bottom line. Interim President Abraham responded that he accepts Senator Filipink's argument. He stated that, although it may sound strange coming from an engineer, he absolutely values Gen Ed and thinks it is a tremendously important component of a university education. He noted that General Education is one of the things that distinguishes an outstanding university, and he promised to maintain and support it at WIU. Interim President Abraham related that as an undergraduate he took a course on Shakespeare at a technical university from someone who he was told was a worldwide Shakespeare expert. He thinks this is something that WIU should aspire to – that the University should have the experts – the highest quality, best

Perabo recalled that Interim President Abraham expressed a need for more fine details when making determinations about this planning process. She asked what specific kinds of details he is referring to.

Regarding strategic planning, Interim President Abraham stated that rather than saying he is doing strategic planning, he would say that he is investing strategically. He stated that this strategic investing is based on his view and not on the data he would need to do a holistic strategic planning exercise; right now, the University is getting "Interim President Abraham's strategy" as opposed to "our strategy," which is where he would like to move to. He said the question about the details touches on SCH, such as the earlier discussion on General Education credit versus major credit. He had an ongoing discussion three or four jobs and two universities ago about going to a responsibility-centered budgeting approach, and they were having this same kind of conversation. He remarked that during the discussion it was pointed out that students would not be taking English writing courses if they had not come to the university to be a business major; although some students want to be English majors, other students take service courses because they are majoring in a different area. Interim President Abraham asked how much credit the major department should get for those service courses and how much the department delivering the hours should get if one looks at valuing those credits effectively. He observed that this gets into more detail as one starts to talk about who advises those students – is it in the department or in the place where those courses are being taught – and this is not an easy question to answer all the time across the university. Interim President Abraham told senators these are the types of questions he is trying to see if WIU can answer – which are still at a relatively high level – so that one does not have to "get into the weeds" every time a decision needs to be made. He hopes the University can develop some kind of common set of data that takes these questions into account and addresses them in a rational way which would allow the University to use them in decision making.

Senator Bellott related that a colleague wanted him to ask "Why so many hires in fine arts? I support the arts, but is it a growth area? Do the positions all need to be tenure lines? Why not adjuncts and Unit B until we see the real need?" Interim President Abraham responded that part of the reason for so many hires in the fine arts, the School of Music in particular, is that fine arts positions tend to be fairly specialized, making it difficult to put a single instructor into a lot of different courses. He added that the fine arts area also teaches a little differently in that they teach studios; there is, for example, a flute studio with 15 students learning how to play flute better, and it needs a flute teacher to support that studio. He stated this type of fine detail explains why the fine arts, particularly the School of Music, has seemingly done better than some other areas because it is more difficult to shift faculty around. He added that some of the authorizations to search may not result in hires, and these are things that should continue to be evaluated as the University moves forward.

Chairperson Pynes observed that one of the values of WIU is tenure, and by not bringing back the people that were laid off by the former administration, Interim President Abraham is essentially saying that he agrees with those layoffs. Chairperson Pynes named as an example a department that had a layoff of a Unit B faculty member in 2015, taking the department from five faculty to four; two years later, a 20 percent reduction in SCH was used as the justification to lay off another faculty member. He observed it seems as if Interim President Abraham agrees that those layoffs were appropriate by not bringing back those tenured faculty laid off by the previous administration. Chairperson Pynes believes it appears that there is not a demonstrated commitment to tenure at this university, which harms WIU's ability to recruit new faculty. He thinks that if WIU wants to hire 21 new faculty members, it should first bring back those faculty who were laid off with tenure because that is one of the values that the University sells. He suspects it will be difficult to sell 19 Unit A faculty on

not the President is essentially saying those layoffs were appropriate, and if the winds change or a certain metric is not reached, the new hires could potentially be laid off, too. Not bringing the laid off tenured faculty members back is an indication to Chairperson Pynes, as a faculty member, that WIU still has a broken appreciation for tenure. Chairperson Pynes stated that he has made a commitment to ask these questions to all administrators in charge from 2015 up to this point. He asked Interim President Abraham if he thinks the layoffs over the past two years were appropriate and if he is determined to move forward. Interim President Abraham replied that he would disagree with that characterization. He explained that his previous statement about bringing people back was an evaluation of the University's needs as of today. He stands by his statement that the University will continue to evaluate its needs and hire people that meet

of faculty, staff, and students, and a Tiger Team would not be appropriate for that conversation.

Senator Czechowski expressed her happiness to have new leaders

decisions. He added that, generally speaking, this is spelled out in the contract, and he has not looked deeply enough into WIU's processes. He asked if only tenured full professors within a department can make recommendations on promotion and tenure at WIU. Chairperson Pynes responded that this is performed by the Department Personnel Committee (DPC), and some departments allow the entire department to vote on questions of tenure. Interim President Abraham asked if associate professors can serve on their DPC; Interim Provost Clow replied it depends upon the department. Interim President Abraham asked what the difference would be if he was an associate professor s

definition; 167 divided by 423 is 39 percent, so Arts and Sciences will get 39 percent of the 18 college-specific seats, or seven senators. According to these calculations, the College of Fine Arts and Communication will gain a seat in 2020 while the College of Business and Technology will lose a seat. Chairperson Pynes stated that in the Spring 2020 election, the seat of the Business and Technology senator whose term expires will be filled by a senator from Fine Arts and Communication.

Senator Dimitrov asked how fractions are handled; Chairperson Pynes responded that they are rounded down or up depending if they are above or below the half. Senator Maskarinec pointed out that the number of faculty listed for the School of Computer Sciences is a snapshot. He noted that last year the School lost five faculty and was able to hire one. They have had some searches that have failed and hope to fill the remaining four vacancies. He noted that this fact alone, not looking at the other departments in the College of Business and Technology, is the reason the College lost a Senate seat – not because there is not a demand for faculty but because there are not people in the positions now. Chairperson Pynes responded that he is sympathetic, but this is how the Senate Constitution demands that reapportionment be done every odd fall; it is not about how ExCo wants senators counted.

Senator Maskarinec suggested that maybe the formula can be "fixed." Chairperson Pynes pointed out that any constitutional change requires a vote of the entire eligible faculty. He asked if Senator Maskarinec has a constitutional amendment that he would like to bring to the body. Senator Maskarinec responded he would like to hear the discussion before he would do that. He suggested that Faculty Senate discuss a more appropriate metric because he would like to know such a change is amenable to the body before bringing it forward. Chairperson Pynes said he is sympathetic to not liking the current calculation and to thinking the body is too large. He pointed out that in 2015 there was 613 faculty and now there is 423, but the size of the Senate has increased from 21 to 23; as the number of faculty has shrunk, this body has gotten larger. He added that it is also sometimes hard to get faculty from certain colleges to serve. He expressed a willingness to have a conversation about this if Senator Maskarinec desires it.

Senator Maskarinec said he has two ideas: 1) equal participation by college rather than by allocation of faculty; every college gets the same number much like the Graduate Council, and 2) determination by SCH production rather than by faculty. Chairperson Pynes remarked that Senator Maskarinec may have a hard time getting either of his suggestions passed by the entire eligible faculty. He observed that the people who think proportionality is relevant would have to give up their proportional representation, so he does not think they would vote for it because it would not be in their best interest. He encouraged Senator Maskarinec, however, to bring his amendment forward. Senator Maskarinec responded he does not want to do the work unless the body of the Senate is amenable to such a change. Chairperson Pynes responded that he would not vote for it; Senator Bellott added that he would not support it either. Senator Perabo said she would be amenable to something which took into account that departments have approval to hire a certain number of positions and which looked at the expectation of how many faculty would be in place next year, but she would not support Senator Maskarinec's two specific suggestions for amendments.

Chairperson Pynes pointed out that if in two years the College of Business and Technology, whose reapportionment number was 3.42 (three senators) moved past the halfway point, they would get their seat back. Senator Maskarinec observed that the College would need four more faculty; Chairperson Pynes pointed out that the College could also go over the half by having faculty from the other colleges leave so that those percentages decrease. Senator Maskarinec pointed out that Computer Sciences is understaffed to the point that they need to hire more than one faculty member, which may also be true of the School of Management and Marketing, so the College's numbers are artificially deflated to the point where it is losing a seat. Chairperson Pynes reiterated that he is sympathetic to the fact that the College is losing a seat, but this is the constitutionally required method, which is why it is presented to Faculty Senate as an announcement and not as a voting item. Senator Maskarinec stated

still be plenty of electives that do not require prerequisites of advanced math. Senator Bellott replied that there is a nuance in the language. He noted that currently the Directed Electives require 6-8 s.h. of “Physics courses with at least one upper division course (numbered 300 or above); may not include more than 3 s.h. of PHYS 477,” which means students could take PHYS 477 and a 100- to 200-level course, but that will no longer be an option since the new Directed Electives require 6-8 s.h. of “Approved Physics elective courses numbered above 300 with maximum 3 s.h. of PHYS 477.”

Motion: To approve request for change of Physics minor (Maskarinec/Franken)

Senator Banash asked if the issue has been resolved and students would still be able to move through this minor because there are courses available that do not have prereqs they may not

Senator Lauer said he does not think it is appropriate to table this package. He pointed out that EDS 201 is a class that has already existed; whatever concerns might exist with the proposal, this is a class that has been taught and, one can assume, has met its course objectives in the past. He stated that, because the proposals are being considered all together, this objection does not seem like enough to table the entire package.

Senator Lough remarked that the objection sounds semantic and asked if a proposal can be accepted with a suggested wording change. Chairperson Pynes replied that Faculty Senate can approve proposals with the understanding that changes will be made; traditionally, if there are a lot of changes, Faculty Senate asks that the proposal be brought back. He added that these proposals have been on the table for an entire summer already. Senator Banash remarked that CCPI usually deals fairly efficiently with these types of questions and is pretty rigorous. Chairperson Pynes remarked that current CCPI Chair Steve Bennett was not the chair when these requests were approved last year. Dr. Bennett observed that "describe" is an appropriate verb according to the list CCPI uses for course objectives. He added that as long as the department used an approved verb, CCPI would not have questioned it. He noted that all of the verbs are from the same column on the approved verb chart, but CCPI does not specify that course objectives must have verbs from any particular column of the chart. Senator Choi stated that he is not talking about selective verbs but about what is taught in the class. Senator Filipink asked if it would be possible to modify Senator Choi's motion to remove EDS 201 from the larger package and have it be a separate discussion. Chairperson Pynes responded that since the motion to table has already been moved and seconded, there needs to be a vote on it first.

MOTION TO TABLE FAILED 6 YES – 15 NO – 0 AB

Chairperson Pynes pointed out that the time is 5:56 p.m., and if the meeting is to continue beyond 6:00 p.m., there will need to be a motion.

Motion: To extend the meeting to 6:15 p.m. (Dimitrov/Choi)

MOTION TO EXTEND THE MEETING APPROVED 17 YES – 4 NO – 0 AB

Senator Stinnett asked to speak in support of the proposal. She observed that this program would be different than what is currently offered in Education or other licensure programs. She noted that currently if a student does not want to get a licensure but wants to have a career in the classroom, there is no place for that student; this program would be a different path that would start with the study of education. Senator Stinnett believes the new program would be a good way to recruit new students. She related that the School of Education had a discussion with Interim President Abraham about diversity in terms of international students, and this program would help with that; there are currently no international students in education because they cannot be certified in Illinois. She thinks this program would provide a nice niche for those students and for WIU.

Chairperson Pynes explained that because this program was tabled and brought back under Old Business from a prior meeting, there must be an official motion to approve or not to approve it.

Motion: To approve the Educational Studies package (Stinnett/Franken)

Senator Stinnett remarked that WIU's Study Abroad program brings a group of teachers from Myanmar every year to the University, and some of the faculty in the School of Education have done workshops for them. She related that these teachers have expressed interest in partnering with WIU, but there is currently no pathway for them because the current program is only for student who want to be certified. She reiterated that this program would provide a niche for Education and for the University, and she hopes that senators approve it.

Senator Filipink asked, regarding the statement from former History Chair Jennifer McNabb in opposition to the proposal, whether it is true that nothing has functionally changed since that letter was written. He noted that Dr. McNabb's letter of March 19 indicated that there was supposed to be a revision of the proposal. Chairperson Pynes responded that there was no feasibility study available to senators at that time. He add

time, in many of the career path examples that are being suggested in the proposal, students would be better advised to pursue majors that are more directly linked to their future job interests (i.e., pursuing Art History or Anthropology to work in museums, RPTA to work with a variety of populations across the lifespan, Human Resource Management or Communication to go into corporate training and development, and Health Sciences/Social Work to work with community education and/or health issues. There are 60 other degree