

WESTERN ILLINOIS UNIVERSITY  
FACULTY SENATE  
Regular Meeting 28 March 2017, 4:00 p.m.  
Capitol Rooms -University Union

ACTION MINUTES

SENATORS PRESENT: M. Allison, V. Boynton, J. Brown, G. Delany, Barmann, D. DeVolder, R. Hironimus, Wendt, K. Kapale, C. Keist, N. Lino, B. Locke, S. Macchi, H. McIlvaine, Newsad, J. McNabb, J. Plois, Porter (via teleconference), C. Pynas, Roberts, M. Sajewski, D. Sandage, S. Szyjka, C. Tarrant  
Ex-officio: Kathy Neumann, Interim Provost; Janna Deitz, Parliamentarian

SENATORS ABSENT: K. Pawelko, T. Sadler

GUESTS: Matt Bierman, Courtney Blankenship, Munia Calibatez, Jesse Chung, Jane Coplan, Katrina Daytner, Anita Hardeman, Fred Iseld, Jennifer Jones, Angela Lynn, Sue Martin, Hernandez, Kyle Mayborn, Rose McConnell, Jim McQuillan, Kristi Mindrup (via teleconference), Seth Miner, Russ Morgan, Jill Myers, Tori Niemann, Nancy Parsors, Bill Polley, Joe Rives, Steve Rock, Ian Shelly, Ann Shouse, David Sullivan, Bill Thompson, Tammie Walker, Maggie Walsh, Ron Williams

I. Consideration of Minutes

A. 7 March 2017

MINUTES APPROVED AS DISTRIBUTED

II. Announcements

A. Approvals from the Provost

1. Requests for New Courses

- a) FS 499, Senior Comprehensive Exam, 0 s.h.
- b) UNIV 200, Career Exploration, 1 s.h.

2. Request for Change of Option

- a) Fire Protection Services

B. Provost's Report

- x Interim Provost Neumann announced the State of the Student address will be presented tomorrow (March 29) at 3:00 p.m. in the Sherman Hall Auditorium. She encouraged faculty to attend.
- x A day-long conference on food insecurity and how it affects children will be held tomorrow (March 29). The event is sponsored by the McDonough County Interagency Council and will feature Christopher Merritt, Director, Illinois Institute for Rural Affairs, and Lorette Oden, Chair, Health Sciences and Social Work, as presenters.

made their annual report presentations. She continued to discuss ongoing initiatives, creative activities, and outreach endeavors. She noted that everyone remains busy and are committed to the success of WIU students does not diminish, even in the face of

- x President Thomas, Interim Provost Neumann, and Interim Vice President for Administrative Services Matt Bierman travel to Springfield next week to again discuss the needs of WIU and the impact of the ongoing budgetary impasse.
- x Interim Provost Neumann appreciates that Faculty Senate is taking the lead in a postcard writing initiative geared toward undecided students. She observed that everyone in the registry look for ways to help with WIU's recruitment and retention efforts.

Interim Provost Neumann thinks many faculty and staff are unaware that WIU administrators are still taking furlough days. Over the past 18 months ending June 30, administrators will have given up the equivalent of 23 days of pay. Interim Provost Neumann observed that many people are frustrated with the continuing multi-year budget impasse, and this has sometimes come out in bickering, finger pointing, and criticism which are hard to hear. She stressed that faculty, staff, and administrators are all doing an amazing job in the face of extraordinary realities and urged everyone to focus their collective energies on continuing to move forward. Interim Provost Neumann also stressed that the state of Illinois will not let WIU and public higher education fail, even though difficult decisions have been made and there may be more to come.

Senator Roberts thanked Interim Provost Neumann for her encouraging remarks, although he wonders about her confidence that the state will not let higher education fail. He wondered what Interim Provost Neumann and other WIU administrators think the state means by "failure," adding that many present may think this is an event that has already occurred. He asked if administrators should say to state legislators that the crisis has already happened and the impact has been felt, so the time is now for remedying something that has already occurred rather than for avoiding something that may occur down the road. Interim Provost Neumann responded that she does not think the crisis is in the past but is an ongoing concern, and assured Senator Roberts that President Thomas, government liaisons, and others who have access and time to speak to

wants to make good connections. Chairperson Pynes stated that the Executive Committee will discuss next week ways to operationalize the items on the list. Pynes agrees with Mr. Miner that some

by calling the Foundations Office at 3098-1861 to enroll in or adjust current payroll deductions. Chairperson Pynes said he likes that individuals can text their donations. He would like to see more opportunities for people to text money to the University.

Motion: In order to accommodate the Vice President for Administrative Services, to reorder the agenda to move the first item under New Business, V.A., to be considered (HironimusWendt/DeVolder.) Chairperson Pynes informed senators that a thirds vote is needed to reorder the agenda.

MOTION APPROVED 20 YES – 0 NO – 0 AB

III. New Business (*Reordered*)

A. Requested Endorsement of Higher Values in Higher Education (HVE) Supplement 20178  
(Joe Rives, Vice President for Quad Cities and Planning, and Matt Bierman, Interim Vice President for Administrative Services and Budget Director)

Vice President Rives recalled that the last time he came to Senate he heard that Goal 5 was a construct that needed much more definition, so that part of the document has been reworked. He acknowledged that there have been concerns about the document regarding the \$20 million reduction and reinvestment goal; he said that target came from a February 2016 press release, but senators wondered if that amount remains the same or if it is a “moving target.” He asked Interim Vice President Bierman to address that question.

Interim Vice President Bierman explained the context was that \$20 million would be a baseline method for the University to achieve some stabilization in the appropriated budget. He explained that enrollment is sliding, and because of that revenue is dropping, no matter what happens in the state, so there was a need to stabilize the appropriated budget but not the other sources of funds. Interim Vice President Bierman told senators that FY 15 actual appropriate expenditures came to about \$126 million; he expects FY 17 appropriated expenditures to be about \$116 million. He explained, however, that this does not necessarily mean that the \$20 million has dropped to \$10 million still needed because some of the cost cutting measures that have been used over the past 20 months have been temporary. One example is furloughs, which are a temporary measure to achieve some cash flow savings. Another example is the three percent reduction in faculty salaries, which is contractually obligated to come back on the books in FY 19. Interim Vice President Bierman stated that while the University was able to curtail appropriated non-personnel expenses by several million dollars, that was at the expense of such things as classroom supplies and deferred maintenance and renewal dollars, and those items need to come back onto the budget. He stated that only about \$5 million of the temporary reductions became permanent, so there is still some distance to go to reach the \$20 million target.

Interim Vice President Bierman acknowledged that some attrition and retirement savings will be achieved between now and the beginning of FY 19, bringing the amount below \$15 million. This amount of savings is already known because of the irrevocable intent to retire forms that have been submitted. He stated that the administration is exhausting all ideas to come up with different strategies to achieve those reductions, and he is not at this point able to provide information on those plans. He stressed, however, that there is no intention that all \$20 million or less will come out in one year because there is no way to achieve that.

Interim Vice President Bierman stated that is the University’s intent to rebuild its reserve, but not as a first priority. He stressed that WIU will not overcut in order to rebuild the reserves but will move toward that goal after recovery occurs. He stated that rebuilding the reserves is part of good business practices, but all of the cuts will not come in FY 18, and the University is not yet to the point where reserves will be built up. Interim Vice President Bierman told senators the University will also focus on areas of need, Admissions being one of those areas. He stressed that WIU needs to continue to work on stabilizing enrollment, and that may take financial resources.

Senator Szyjka asked if there is consideration of possibly extending temporary cuts, much like last year Interim Vice President Bierman responded that all strategies are on the table at this time and are being discussed. He added that as the University gets more information about enrollment and the state of Illinois, the administration will begin to roll out those strategies that make the most sense at that time. He assured those present that the administration would continue to protect personnel as best they can. Senator Szyjka pointed out that eventually the state will determine a budget, and there could be reworking of plans at that point.

Senator Boynton asked if the reference to reinvestment means that the University must spend more in certain areas, such as Admissions, than in others. Interim Vice President Bierman responded that as the University determines new enrollment strategies that have the possibility of being

what will happen in Springfield. He added that if there is another year of 30 percent appropriations, the University would have to go to the more drastic side of the administration's plans.

Senator Allison observed that although references to the \$20 million will be removed from the supplement, it was in the document for a reason. She understands that no one knows what will happen and there are no concrete plans for drastic cuts, she still wonders what the Fall Faculty Assembly PowerPoint will show faculty about these floating figures. She does not know what the numbers are connected to and where the cuts will come from, and she cannot shake the fact that the \$20 million was in the document for a reason; although it has been removed, there are still budgetary concerns.



Senator Allison said people have asked her where the money is coming from to demolish Higgins Hall this summer. Interim Vice President Bierman responded that University Housing and Dining Services is in a closed auxiliary system and have built up reserves to do capital improvement projects; demolition is considered a capital improvement project because it will take \$50 million of deferred maintenance off the books. The demolition was supposed to occur last summer but was put on hold due to the budget crisis. Interim Vice President Bierman told senators the building is deteriorating very quickly. Chairperson Pynes asked if this is the building that was underbid one million dollars for destruction; Interim Vice President Bierman responded that it is, which is why the University was able to save the bid. Chairperson Pynes stated that at the last Board of Trustees meeting it was said that the bid was about to expire, but Facilities Management Director Scott Coker was able to save the low bid.

Senator Szyjak wonders if there would be opportunities for retraining of faculty or moving them to other areas if there were to be a hiring freeze and a situation such as was outlined by Senator Hironimus-Wendt should occur. Chairperson Pynes responded that anyone laid off can avail themselves of the contractual ability to be retrained or moved to another department. Chairperson Pynes asked if now that Vice President Rives has explained the purpose of the supplement, senators are ready to make a motion to endorse the revised document.

Vice President Rives related that he visits hundreds of universities nationally and internationally, including some that in very serious trouble. He observed that the current historic budget impasse could have put WIU in major jeopardy and has already done irreparable damage that it will be difficult to correct. He thanked senators for their investment of time, particularly those senators who served on the committee writing the supplement document, in the spirit of the moving the University ahead. He observed that many institutions who are in financial murkiness, like WIU, self-destruct and turn on one another, so it is professionally moving from a Higher Learning Commission perspective to see the care and compassion that senators give to these issues. Vice President Rives stated that in his 25 years on the Higher Learning Commission he has never seen an institution behave so properly, and he is proud to be a Leatherneck.

Vice President Rives stated that for the University strategic plan, master plan, and other forms of planning, the usual process at WIU is to ask for endorsement from all governance groups on both campuses. The strategic plan supplement goes to the Board of Trustees in June and will be included in the consent report for governance group leaders. Chairperson Pynes asked if Vice President Rives will be giving a report on the supplement at the BOT meeting on March 31. Vice President Rives responded that he will be going over the changes to the document and letting trustees know which governance groups he has discussed them with. Chairperson Pynes asked if it will not be an action item for the BOT until June; Vice President Rives confirmed that is correct. Chairperson Pynes stated that if any objections or changes need to be added to the BOT, he will do so at the June meeting.

Motion: To endorse the current draft of the strategic plan supplement (Hironimus-Wendt/Brown)  
Senator McNabb clarified that what is being endorsed is the corrected version.

MOTION APPROVED 19 YES – 1 NO – 0 AB

#### IV. Reports of Committees and Councils

##### A. Council on Admission, Graduation, and Academic Standards (CAGAS) (Steve Rock, Chair)

1.

Dr. Lynn told senators the document was modified to encompass graduate level situations as well as undergraduate. Rather than classification as a senior, the criteria were changed to satisfactory completion of 75 percent of degree requirements. She said there were no residency requirements in the original document, so that was added because in the past a question was raised whether a student who had been at WIU only one semester was eligible to receive a posthumous degree. Dr. Lynn pointed out the previous policy offered the family the opportunity to accept the diploma at commencement, but it was decided to make that part of the procedural process rather than policy. She said since the undergraduate policy was implemented, there have been a few instances where it was used. She related that at one ceremony there were three posthumous degrees awarded, and that changes the feel of the ceremony and makes it more of a memorial service; additionally, even if families were not comfortable with accepting the diploma in the past they felt like they were obligated to attend. Dr. Lynn stated that it became apparent that the decision is too personal and should be left flexible as to how the family wants the degree to be awarded. Dr. Rock added that the new policy is a joint effort between



Senator Macchi stated that if the course objectives were more specific to Music it might make the course more acceptable because the first two course objectives are very general. Ms. Blankenship observed that there are things that are very similar in job searches, but her students are going to work in the recording industry, promotions, artist management, publishing, or music products and have relationships with internship sites in those types of areas. She noted that there are career books specifically for students in these areas.

Chairperson Pynes asked if Senator Macchi would be comfortable approving the course if Ms. Blankenship were to obtain a letter of support from the Career Development Center. Senator Macchi responded that this would be acceptable, or changing the first course objective, "Identify the specific steps in an internship/job search," to specify "music majors entering the music industry."

Senator McNabb observed that while cross-campus collaboration and consultation is important, and while she is sympathetic with Senator Macchi's concerns, the title of the course and course description seem to imply that the first two course objectives are music business industry oriented. She stated that while it is a good point moving forward, she does not feel comfortable holding the current request up for inclusion of material that is already in the proposal. Senator Allison said she would be uncomfortable asking that Music get a letter of support from the Career Development Center. She believes that any department should be able to craft their own career preparation or research methods course without having to go to the Career Development Center first.

- (3) MUS 358, Practicum in Music Therapy II, 1 s.h.

#### NEW COURSES

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public universities and community colleges in Illinois questions in relation to the budgets and how the institutions are moving forward.

Senator Allison asked if it is necessary to vote on the action items. Chairperson Pynes responded that the Senate tacitly accepts the consent agenda unless a senator objects to a specific action item; if the concern is not addressed, senators could vote on it, and the Chair would report to the BOT that Faculty Senate did not consent to it. He added that if there are no objections it is treated like a report from a Senate committee or council.

C. For the Good of the Body None

Motion: