

Reception to Honor Faculty and
Administrators Who Retired in 2014

Resolution in Recognition of Exceptional Service by
Dr. Tej Kaul, Parliamentarian of the Faculty Senate, 2005 – 2015

RATIONALE

WHEREAS, Dr. Kaul served as Faculty Senate Parliamentarian for Academic Years 2005/2006 through 2014/2015;
and

WHEREAS, he has provided exemplary leadership and service to the Faculty Senate; and

WHEREAS, he has performed in an outstanding manner; and

WHEREAS, his commitment to the ideals of faculty governance will serve as a lasting model for future
Parliamentarians;

RESOLUTION

NOW, THEREFORE, BE IT RESOLVED THAT the Faculty Senate of Western Illinois University hereby
officially recognizes Dr. Tej Kaul for his distinguished service to the Faculty Senate and to Western Illinois
University.

BE IT FURTHER RESOLVED, THAT this Resolution be permanently recorded in, and distributed via, the
Minutes of the Western Illinois University Faculty Senate.

Vice Chair Westerhold also recognized the services of Annette Hamm, Faculty Senate Office Manager and
Recording Secretary.

I. Consideration of Minutes

officers, such as former Assistant to the Vice President for Administrative Services Dana Biernbaum, have spoken to Faculty Senate about this issue in the past. He explained that the background checks will be required for all new employees and for current employees who work with children and minors. Some areas of the campus already routinely submit to background checks. Provost Hawkinson added that if senators see any flaws in the policy there is still time to make corrections.

Digger Oster, Assistant to the Vice President for Administrative Services, told senators this is not the first time that WIU has had a material finding go against them for failure to conduct background checks; he claimed the University is constantly getting “push back” from liability insurance providers for not having the checks in place. Mr. Oster stressed that the checks do not extend to current employees unless they move into a security sensitive position. He asked that feedback be directed to him.

Senator Bennett pointed out that the Background Investigation Policy states, “Current faculty, staff, graduate assistants (GAs), research assistants (RAs), teaching assistants (TAs), and teaching support assistants (TSAs) must self-disclose post-employment arrests, criminal convictions or administrative disciplinary action within three business days of the arrest.” He pointed out that this seems to imply that current employees could be fired after three days if they do not self-disclose arrests, criminal convictions, or administrative disciplinary action. He added that this seems to apply to all employees regardless of whether they work with minors. Mr. Oster confirmed that the self-disclosure piece does apply to everyone, but not everyone will be required to undergo a background investigation.

Senator Cordes agreed with Senator Bennett that this part of the policy seems unclear. He pointed out that it is included within a Background Check Policy, and under the heading Conducting the Background Investigation, but neither heading indicates the inclusion of required self-disclosure of information. He believes the self-disclosure requirement and any other information about current employees should be made clearer and broken out into its own separate policy.

Senator Bennett expressed concern that if a current employee gets arrested and does not disclose that information, he/she could be fired. Vice President for Administrative Services Julie DeWees asked if there is a reason why an employee would not wish to disclose this information if already employed at WIU. Senator Cordes reiterated that if a self-disclosure policy is needed, it should be clearly titled as that type of policy and made separate since this has nothing to do with background checks.

Senator Bennett pointed out that there does not appear to be any appeals process for interventions. The policy states that “Any false answers, statements or omission made in the self-disclosure or any supplement thereto will be sufficient grounds for immediate discharge/termination or dismissal.” Vice President DeWees admitted this is a good point, and she promised to take it into consideration.

Senator Cordes reiterated that the two separate points are lumped together into one policy, and stated that he is not sure that the way the policy is worded is contractually sound with regard to mandating dismissal without due process. Vice President DeWees stated that individuals may not necessarily be fired immediately; the decision will be based on the specific circumstance. She related a hypothetical example of a heating plant employee with access to vital equipment who has a clear record when hired but afterward might have something that needs to be disclosed.

Senator Siddiqi pointed out that the UPI contract assures faculty of due process before taking action. He believes there should be some language in the policy that makes it clear that action will not be taken until due process is completed. Vice President DeWees informed senators there are four individuals who will look at the background check investigations and self-disclosure reports: the University Risk Manager, Director of Equal Opportunity and Access, Director of Human Resources, and Assistant to the Vice President for Academic Services (for academic personnel).

1. SmokeFree Campus Committee Status Report

2. Curricular Requests from the Department of Foreign Languages and Literatures

a) Request for New Course

- (1) GER 480, Sexuality in German and Austrian Culture, 3 s.h.

NEW COURSE APPROVED

3. Curricular Requests from the Department of English and Journalism

a) Requests for New Courses

- (1) QS 100, Introduction to Queer Studies, 3 s.h.
(2) QS 400, Capstone in Queer Studies, 4 s.h.

b) Request for New Minor

- (1) Queer Studies

NEW COURSES AND NEW MINOR APPROVED

NEW COURSE, NEW EMPHASIS, AND CHANGE OF MAJOR
APPROVED

7. Curricular Requests from the Department of Recreation, Park and Tourism Administration

a) Request for Change in Interdisciplinary Minor

- (1) Nonprofit Administration

CHANGE IN MINOR APPROVED

8. Curricular Requests from the Department of Dietetics, Fashion Merchandising and Hospitality

a) Request for New Course

- (1) HM 350, Wedding Planning, 3 s.h.

NEW COURSE APPROVED

9. Curricular Requests from the School of Law Enforcement and Justice Administration

a) Requests for New Courses

- (1) FS 302, Fire Department Hazardous Materials Operations, 3 s.h.
(2) LEJA 313, Correctional Law, 3 s.h.

NEW COURSES APPROVED

10. Curricular Requests from the Department of Educational Studies

a) Request for New Course

- (1) EIS 306, Learning and Development in the Adolescent Grades, 3 s.h.

b) Request for Change of Major

- (1) Bilingual/Bicultural Education

NEW COURSE AND CHANGE OF MAJOR APPROVED

11. Curricular Requests from the Department of Curriculum and Instruction

a) Requests for New Courses

- (1) ECH 357, Strategies to Support Social/Emotional Growth in Young Children, 3 s.h.
(2) ECH 358, Infant/Toddler Environment, 3 s.h.
(3) LLA 367, Language Arts in the Middle Level, 3 s.h.
(4) RDG 388, Disciplinary Literacy Instruction in the Middle Grades, 3 s.h.
(5) RDG 434, Literacy Assessments and Interventions for the Middle Level, 3 s.h.
(6) RDG 467, Critical Literacy for the Middle Level, 3 s.h.
(7) SCED 465, Middle Level Science Methods, 3 s.h.
(8) SSED 390, Methods of Teaching Middle Level Social Studies, 3 s.h.

- b) Request for New Minor
 - (1) Middle Level Literacy Teaching
- c)

