

WESTERN ILLINOIS UNIVERSITY FACULTY SENATE

Special Meeting, 30 April 2019, 4:00 p.m.

Union Capitol Rooms/WIUQC Complex 2203

ACTION MINUTES

**SENATORS PRESENT:** M. Allison, E. Asare, B. Bellott, V. Boynton, S. Cordes, S. Czechowski, R. Dimitrov, S. Macchi, M. Maskarinec, H. McIlvaine-Newsad, B. Perabo, J. Plos, C. Pynes, S. Rahman, C. Tarrant, K. Zbeeb (via teleconference)

**Ex-officio:** Russ Morgan, Associate Provost; Ilon Lauer, Parliamentarian

**SENATORS ABSENT:** G. Delany-Barmann, J. Franken, A. Hyde, F. Tasdan

**GUESTS:** Brad Bainter, Lori Baker-Sperry, Mark Bernards, Tom Blackford, Amy Carr, Drew Donahoo, Jack Elfrink, Tara Feld, Rich Filipink, Laura Frey, Anita Hardeman, Buzz Hoon, Angela Lynn, Colton Markey, Sue Martinelli-Fernandez, Rose McConnell, Kristi Mindrup (via teleconference), Mark Mossman, Jill Myers, Kat Myers, Rafael Obregon, Lorette Oden, Luciano Picanço, Bill Polley, Renee Polubinsky, Bill Pratt (via teleconference), Jeremy Robinett, Eric Sheffield, Ian Shelly, Darcie Shinberger, Amanda Silberer, Chad Sperry, Letisha Trepac, Gregg Woodruff

I. Consideration of Minutes

A. Closed Minutes of April 9, 2019

Chairperson Pynes mentioned that the website but can be seen upon request. A couple of days to meet with universities in a press conference with Representative. Senators there have been rumors from Springfield that we will make more cuts this year, and some state agencies have announced their intention. He added that so far state universities are confident and sure that it stays that way.

WIU has its third Goldwater Scholarship recipient. A student from Lockport, Illinois, was one of 495 students out of 1,223 students who were nominated. Associate Provost's offices are intended to allow STEM majors to continue their education. Honors College Dean Rick Hardy and English professor Jackson prepared and nominating her for the award. Chairperson Pynes is very proud of her.

Senator Rahman presented second at the Case competition at Iowa State last year. They presented their 52

President's Concert at 3:00 p.m. on Saturday, May 4 in the COFAC Recital Hall.

Senator Rahman observed that the University has had two interim provosts for the past five years; she wonders if WIU will get an actual provost anytime this year. Chairperson Pynes corrected that it has only been four years that WIU has had interim provosts; Senator Rahman remarked that an interim should only be in place for one year. Chairperson Pynes related that



though they are now in a program with significantly more than 40 majors (since they have 80).  
He wonders what the justificati

hearing that a program should not even been on the APER list. She observed that there are conversations about low faculty morale, but at the same time WIU has been laying off tenured faculty; while it is wonderful that three to six faculty are coming off of the layoff list, a lot of damage has already been done because with faculty being laid off and then brought back, they are always scared that it will happen again. She believes the feeling surrounding the layoffs is

2. Chairperson Pynes asked for those senators who may have large manila envelopes in their offices to send them to the Faculty Senate office where they will be reused to send packets next year.
3. Chairperson Pynes expressed his thanks to Faculty Senate Recording Secretary and Office Manager Annette Hamm for her work on behalf of Faculty Senate, coordinating CCPI, and serving for the second year in a row on the Provost Search Committee, which had many early and late meetings.
4. Chairperson Pynes thanked the outgoing senators for their service: Marjorie Allison, Edmund Asare, Andrea Hyde, Stacey Macchi, Heather McIlvaine-Newsad, Jennifer Plos, and Cecil Tarrant. He expressed his hope that outgoing senators will continue to serve WIU in the same honorable way that they have served Faculty Senate.
5. Chairperson Pynes read into the minutes the following resolution to recognize a special retiring senator:

**Resolution in Recognition of Exceptional Service by  
Dr. Virginia “Ginny” R. Boynton,**

(Anita Hardeman, Chair)

1. Curricular Requests from the Department of Curriculum and Instruction

a. Request for New Course

i. SPED 410, Senior Seminar in Special Education, 0 s.h.

Senator Perabo asked if this new course is taken alongside another accredited course. Curriculum and Instruction Chair Laura Frey responded affirmatively, adding that it coincides with the student teaching semester. Senator Perabo asked why this course is not simply incorporated as part of the other course and why it is 0 s.h. instead of something else. Dr. Frey responded that there is already an ECH 410, which is offered in the semester where students do their student teaching in early childhood education, and ELED 410, which is intended for students completing elementary education, but there has never been a SPED 410. She explained that 410 courses are designed to provide a touchstone point, and faculty who are assigned to teach these courses are experts in their discipline and in the edTPA, the portfolio component that all student teachers are required to complete before they graduate. She said student teaching supervisors do not oversee the edTPA; instead, a faculty in the discipline area is assigned to be the touchstone. Dr. Frey stated that SPED 410 was not an issue when there were still PAA points, but it has now been discovered that there is an inequality in the structure because a faculty member can be assigned to ECH 410 and ELED 410 and get credit for those, but the person teaching Special Ed must be a volunteer. She added that the department chose to not use ECH 410 or ELED 410 because they wanted to be able to provide a faculty member with expertise in special education to teach this course since each of the edTPA portfolios is unique to the components of that particular edTPA experience. Senator Perabo found this explanation helpful.

**NEW COURSE APPROVED**

b. Request for Change of Major

i. Special Education

Senator Dimitrov asked if the difference of 8 s.h. between the existing 131 s.h. major and the proposed 123 s.h. major comes from removing two courses in section 5, Other, and one course in section 2, Core Courses. Dr. Frey confirmed this is correct; the department was seeking a reduction for the major semester hours.

**CHANGE OF MAJOR APPROVED**

B. Council on Admission, Graduation, and Academic Standards  
(Rich Filipink, Chair)

1. Proposal to Eliminate FYE as a Graduation Requirement

Chairperson Pynes told senators that they should have received in their packets a recommendation from CAGAS, a report from the Faculty Senate's ad hoc FYE Program Review Committee, a recommendation from the Provost's office, and a response from Senator Macchi. He asked Interim Associate Provost Mark Mossman to present the Provost's office proposal and its justification first. Interim Associate

Provost Mossman stated that, simply put, the proposal is not to eliminate the First Year Experience (FYE) program; it is a proposal to eliminate the graduation requirement for UNIV 100 in the FYE program. He explained that as it currently stands, UNIV 100 operates at the center of the FYE program; by eliminating the UNIV 100 graduation requirement, it is hoped that the FYE program can be refocused and anchored to the Y courses, which are usually General Education courses which provide an introduction to their disciplines and the academic content for FYE. Interim

She believes she could problem solve how to resolve the online problem for her program, but she would want an ACE or monetary compensation for the time needed to figure this out. Senator McIlvaine-Newsad clarified that if she needs to include another layer of materials, she is happy to do that, but she wants the administration to acknowledge that this is taking a significant amount of time on the part of instructors







Senator Cordes stated that the assessment portion is his biggest concern; he pointed

questions such as “Do you feel comfortable standing in front of a class,” “Would you like to work with students one-on-one behind the scenes,” “How comfortable are you with Western Online,” and “What would be your expectations for a peer mentor in terms of offering things like tutoring support or resources for tutoring.” Dr. Baker-Sperry recalled that Senator Macchi trained her when she began as the FYE Faculty Associate to recognize the importance of scheduling, so that needs to be in place, too.

Interim Associate Provost Mossman stressed that it is important to let FYE evolve because it is a process; the proposal is a foundation to re-center the program so that faculty become more involved in the mechanization of FYE. He does not want the program to be so rigid that it goes another three years without changing, and admitted that chances are he and Dr. Baker-Sperry will be back to Faculty Senate next year with an additional request for another model for the program. Interim Associate Provost Mossman said that, in his opinion, this should occur every year.

CAGAS Chair Rich Filipink related, in response to Senator Cordes’s remarks, that the Council extensively discussed the expectations for peer mentors. He stated that, like Senator Cordes, CAGAS’s concerns were that the laundry list looked like requirements for peer mentors in return for a relatively paltry compensation. Dr. Filipink related that he served on CAGAS when FYE was first proposed on 2008-09, and the University President at that time ran the proposal around CAGAS when the Council asked for assessment data. He related that CAGAS was told that FYE would be impossible to assess, and as a result the Council did not want FYE as a graduation requirement. He recalled that the proposal for a First Year Experience graduation requirement came before Faculty Senate at a special meeting, much like today. Dr. Filipink stated that CAGAS does not buy the excuse that FYE is not an assessable program, and they believe that assessment data needs to be completed; in fact, Dr. Filipink believes there should be 15 years of assessment data. Chairperson Pynes agrees, or would like to see at least a decade of data since this was requested a decade ago by Faculty Senate. Interim Associate Provost Mossman promised there will be assessment data next year. He also pointed out that CAGAS voted in favor of the Provost’s office proposal this year.

Senator Dimitrov asked what will be assessed. Dr. Baker-Sperry responded that work has begun on an assessment of student learning plan that would identify goals and a way to assess them, both in the Y courses and in UNIV 100. Dr. Baker-Sperry told senators that she has been doing assessment for 15 years and would be happy to share what has been developed so far. She observed that sometimes assessment is used in

Pynes stated that while the Senate agenda in error listed consideration of elimination of the FYE graduation requirement, what Faculty Senate is actually considering is the CAGAS report, which recommends adopting the Provost's office proposal to eliminate the UNIV 100 graduation requirement, not the entire FYE program.

Recreation, Park and Tourism Administration professor Jeremy Robinett told senators, in addition to teaching Y courses and UNIV 100, he has served on the FYE Leadership Team for a number of years, and they first saw this proposal on February 15. He related they asked questions regarding the increasing involvement of peer mentors and if they would be instructors in any capacity. He said the FYE Leadership Team thinks if peer mentors are required to perform a number of the listed activities, it will change the substance of the course. He related that Team members asked about credit hours for Y courses versus non-Y courses and how the various activities would be assessed. He wonders, if the peer mentor is going to be attending the activities, whether the peer mentor will also be grading these things, or if this is something the faculty member will be asked to do. Dr. Robinett told senators that the Leadership Team did not receive a response to their questions, but on March 22 they were provided with a revised plan. He stated that the entire FYE team has not met since February 15; the p-M





analysis and looking at models they determined at that time that there was little to no relationship between FYE and retention. Associate Provost Morgan stated that the data showed only a weak relationship, and if anything there was a negative trend. He pointed out, however, that something like what Senator Boynton is suggesting has been done previously, which led to the most recent changes that have been implemented over the last five or six years.

Chairperson Pynes pointed out that since the agenda item is a report from CAGAS, either no one objects to the report and it will be automatically approved, or someone will need to object to the report, at which time senators can vote to return it to the agenda for further discussion and a vote.

Senator Maskarinec stated that, regarding Senator Macchi's concerns, he agrees that "This proposal is nearly identical to the FYE Y classes we had prior to 2011" because he was on Faculty Senate at that time, and it can now be seen that they were pretty much a failure. He stated that if FYE plans to go back to the way it was formerly, that is not moving forward. He related that by whatever measures they had at that time, there were a lot of discussions at Faculty Senate before those changes were made, and they were a failure, so he would like to hear a response to this concern that was brought up by Senator Macchi. Interim Associate Provost Mossman acknowledged that the proposal is close and near identical, but asserted that in practice it will be different in the way the Provost's office functions in relation to FYE. He stressed his commitment to meeting with chairs and faculty and to paying attention to how the FYE program is functioning – not just as maintenance, such as checking enrollment, but to whether it can develop a spirit of community and an investment by students in the program. He believes that if this is in place, the FYE program will work, and if it is proven not to work once assessment can be developed, then at least that will be known. He remarked that the FYE program seems to bring out endless discussions, such as that occurring at the current meeting, and he thinks the University needs to move forward on it.

Dr. Filipink, in response to Senator Maskarinec's question regarding what will change in Y classes from the model prior to 2011, pointed out that, on the most basic level, the FYE requirement has gone from two Y courses, to one Y course plus UNIV 100, and is now proposed to only require one Y course. He recalled the argument in the past was that the second Y course created more of a burden and did not improve retention or provide the positive outcomes that the original program was supposed to provide. He recalled that the argument was that replacing the second Y course with UNIV 100 would improve retention as well as improving students' ability to adapt to the University. He observed that now the University may move to a single Y course and hope that this model will work.

Senator Macchi agrees with Senator Maskarinec that the structure of the course is nearly identical, and it did not work the first time. She appreciates the desire to foster the culture of FYE because she thinks that is very important, but she wonders what happens if individuals rotate out of the Provost's office. She wonders what will happen if Interim Associate Provost Mossman is not in that office if the program relies on him creating this culture and if the class structure is nearly identical. She also observed that culture can be difficult to create because one cannot control who is put into those FYE classes, and someone may be assigned to teach the class who does not want to teach it. She is concerned because the structure of the Y classes is nearly identical to what the FYE program had before, and it did not work. Dr. Baker-Sperry asked what causes Senator Macchi to say that it failed. Senator Macchi replied that she bases her statement on two years of review. She related that one of the major things that came out of that review, which occurred when she was a member of the review committee, not the FYE Faculty Associate, were that peer mentors were not being used consistently by the faculty who taught those courses, according to focus groups held with the peer mentors. Dr. Baker-Sperry asked why Y courses should be



considered a failure if peer mentors were not used the same way across those courses. Senator Macchi responded that the review looked at and dissected every FYE component and goal at that time; they found, for example, that the common readings were not used in all disciplines. Dr. Baker-Sperry pointed out that this is one way that the current proposal differs from what went before. Senator Macchi stated that this is just one example, but the review found that the goals of FYE were not being met in the Y courses prior to that time.

Chairperson Pynes asked if any senator has an objection to the recommendation from CAGAS. Senator Boynton responded she would like to object because she thinks this is an important enough decision that there should be a vote on it rather than it sliding through. She also would like clarification on the peer mentor choice issue.

### **SENATOR BOYNTON OBJECTED TO THE REPORT**

**Motion:** To return the report to the agenda (Allison/Perabo)

### **MOTION APPROVED 10 YES – 5 NO – 0 AB**

Senator Perabo thinks the important thing to accomplish now is the elimination of the UNIV 100 graduation requirement, which she would definitely like to support. She thinks the position of peer mentors is crucial and that they are being asked to do a lot and should be paid for it. She observed that Senator Macchi's document expressing concerns about the proposal mentioned that peer mentors would have greater responsibilities without getting paid more. Senator Perabo asked if they will still receive \$250 per semester; Interim Associate Provost Mossman confirmed this is correct. He does not think peer mentors will be asked to do additional work than what they are already responsible for in UNIV 100. He reiterated that the list of things peer mentors might be asked to do is more of a menu than an actual list of requirements. He concurs with the recommendation of CAGAS that there needs to be close attention paid to peer mentors; they are not teaching assistants, so they should not be overworked, nor should they be ignored since the idea is to build relationships in those classes. He asserted that most peer mentors are not in the position to get rich. Senator Perabo pointed out that it is a job for these students. Interim Associate Provost Mossman agrees that it is a job but thinks there are other motivations for these students, asserting that they want to develop those relationships and pointing out that most of these students will also get letters of recommendation from this work.

Senator Dimitrov recalled that the way FYE was presented by former President Al Goldfarb was as a communal program for the students, and peer mentors were supposed to be volunteers. He thinks the spirit of the original proposal was completely false. Chairperson Pynes thinks the peer mentors have always been paid and that this amount has not changed for the 15 years of FYE.

Mr. Markey related that Dr. Baker-Sperry and Interim Associate Provost Mossman brought the proposal to SGA. SGA voted to support the proposal but asked a question about pay for peer mentors. Mr. Markey related that SGA was told the type of student that would apply to be a peer mentor is not doing it for the pay but for other reasons. Mr. Markey does not necessarily think that peer mentors need more compensation; while it would be a benefit, it may not be necessary. Some of the peer mentors that Mr. Markey talked to would like to have more responsibilities and more work, more "skin in the game." Mr. Markey thinks that faculty picking peer mentors allows for bias. He had understood that all of the curriculum that peer mentors would instruct would be communalized; all peer mentors would teach the same material and it would not be based on the class that is being taught. He does not think students should have to take a certain class in order to be considered as a peer mentor for that class. Chairperson Pynes agrees that the new model should have no content-specific

knowledge that peer mentors should have to have, which is one of the reasons the Provost's office wanted to centralize this process.

Chairperson Pynes pointed out that the time had reached 5:45 and there are other people with business on the agenda. He noted that Faculty Senate can have another meeting and may have to have one in June anyway. Senators asked if they could call the question. Chairperson Pynes observed that no motion has been made so there is no question to call.

Senator Cordes thinks that peer mentor expertise can be addressed, but payment should be by block grant. He related that every place he has worked with students or worked as a student limited the number of hours that they could work per week. He suggests that the Provost's office determine how much the workload is and how much peer mentors work for each different class and department to try to get a barometer of how much time it is taking based on what it is acceptable for them to do.

**Motion:** To approve the report from CAGAS (Rahman/Allison)

**Friendly amendment:** That the vote be by secret ballot (Bellott). The friendly amendment was accepted.

**MOTION APPROVED BY SECRET BALLOT 9 YES – 7 NO – 0 AB**

Chairperson Pynes remarked that there will be a Board of Trustet s. H \$ Ch d thae # s ora@oh



votes out of the 17, but senators pointed out that there is no way of knowing whether all of the 11 “yes” votes were Unit A; they might even include retirees.

discussions to make sure everybody is on the same page. He added that whether the Faculty Senate's recommendation vote is decisive is a different question.

**Motion:** To approve the school merger as proposed (Bellott/Rahman)

**MOTION FAILED 1 YES – 10 NO – 1 AB**

Dr. Feld stated that if the chairs go back to their departments and try to talk things out with their faculty, then revote on the proposal, she is concerned with the timing. She observed that faculty will leave in the next two weeks, and her department does not have an office manager or department chair after July 1. She wonders how the Department of Economics and Decision Sciences will run in the interim until this can be worked out. Chairperson Pynes responded that Faculty Senate is 100 percent likely to have a meeting in June. He remarked that there are lots of departments without chairs and secretaries, adding that the former Department of Philosophy and Religious Studies existed for a year and a half without a secretary. Chairperson Pynes stated that, while he is sympathetic, these are the consequences of administrative decisions that were not completely thought out. He stated that while Faculty Senate is trying to make sure that the departments get what they want, it is also obsessed with

want the merger. He is not sure if everyone in Engineering Technology voted or if that vote also included non-faculty. Rafael Obregon, Interim Chair of the Department of Engineering Technology, responded that all their votes were from Unit A faculty, none from Unit B.

Senator Zbeeb had understood that the two units need to be on the same page, but he does not think that they are. He pointed out that this proposal is different than the previous one because one unit is a school located in the Quad Cities (Engineering) and the other a department located in Macomb (Engineering Technology); they are not located in the same building or on the same floor where they can share resources. Senator Zbeeb pointed out that Engineering just started a new program and wants the full focus of their Director to be there because they want the new program to grow. He does not think that the merger will be productive. He also does not think the money saved as shown on the proposal is entirely accurate because there are some hidden costs; the intent is to save a chair's salary, but there are the costs of having the Director travel back and forth from the Quad Cities campus to Macomb and losing work hours driving rather than focusing on one unit or the other. He thinks these hidden costs will affect the programs and encouraged senators to vote against the proposal because it is not in the best interests of WIU.

Senator Boynton asked if the proposed new unit would be called the School of Engineering and Engineering Technology; Interim Dean Elfrink responded that this is still unclear. He added that this proposal is different than the previous one because a school already exists, so he needs to have clarity on that as well. Senator Dimitrov asked if it is correct that if a school is being created there needs to b



rescind the WIU administration's plans to eliminate teacher education programs in Art, Bilingual/ESL, French, and Spanish, and asks the BOT to support the continuation of WIU's university-wide commitment to teacher education as part of the university's strong and continuing mission to provide the highest quality teachers for the state's K-12 schools.

**Motion:** To approve the resolution (Perabo/Allison)

Senator Rahman pointed out Document F [from the document obtained by the FOIA] expressed a desire to evaluate Biology, Chemistry, and Physics Teacher Education, so when senators vote for this resolution it has a larger impact than just Foreign Languages, Bilingual Education, and Art. She observed Document F also shows the administration wants to inactivate the History major, which has a direct impact on the Social Sciences. Chairperson Pynes pointed out that, to be fair, the information in that document was from the last realignment plan, not the current one.

**MOTION APPROVED UNANIMOUSLY BY VOICE VOTE**

Senator Boynton asked, since this is a motion from the Faculty Senate to the BOT, whether Chairperson Pynes will submit it to them. Chairperson Pynes responded that he will send it to the Trustees and put it in his report to the BOT.

D. For the Good of the Body – None

IV. Old Business (*Reordered*)

A. Extension SCH from Institutional Research and Planning

Chairperson Pynes suggested that this report be tabled until the next regularly scheduled meeting.

**NO OBJECTIONS**

**Motion:** To adjourn (Rahman)

The Faculty Senate adjourned at 6:30 p.m.

Susan Czechowski, Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary