

WESTERN ILLINOIS UNIVERSITY FACULTY SENATE

Special Meeting, 30 April 2024, 4:00 p.m.

Via Zoom and in Union Capitol Rooms

ACTION MINUTES

SENATORS PRESENT IN PERSON: J. Albarracin, D. Atherton, B. Bellott, D. Brown, H. Elbe, D. Gravitt, D. Hunter, J. Land, K. Perone, B. Petracovici, Y. Tang, S. Turkelli, L. Wipperling

SENATORS PRESENT VIA ZOOM: S. Bailey, L. Ebert Wallace, E. Hamner

SENATORS ABSENT: D. Barr, G. Cabedo-Timmons, C. Chadwell, S. Ko, A. Lewis, J. Sarra, M. Shamsuddoha, K. Wiseley

EX-OFFICIO PRESENT: Jeremy Robinett, Parliamentarian; Interim Provost Mark Mossman

GUESTS: Carrie Alexander-Albritton, Marjorie Allison, Debra Allwardt, Horatius Amankrah, Dan Barclay, Matthew Beck, Keith Boeckelman, Ben Brewer, Julie Brines, Hannah Brinser, Jeff Brown, Henissa Charles, Merrill Cole, Katrina Daytner, Rich Filipink, Audrey Foriwaa Mensah, Jeanne Gage, Randy Hyllegard, David Johnson, Lorri Kanauss, Jeffrey Keith, Rick Kuracz, Mary Lane, Sarah Lawson, Mike Lukkarinen, Patrick McGinty, Rebecca McLean, Jill Myers, Holly Nikels, Leslie O’Ryan, Najm Perry, Kaycee Peterman, Renee Polubinsky, Linda Prosis, Carlyann Pyles, Jim Schmidt, Eric Sheffield, Emily Shupe, Sharon Stevens, Sebastian Szyjka, Karen Zellmann

I. New Business

A. Reorganization Requests from the College of Education and Human Services

Parliamentarian Robinett explained the procedures for this special meeting. He stated that Eric Sheffield, Interim Dean of the College of Education and Human Services, will present the overall request, and then it will be up to senators how they wish to move forward. He noted that there will be a variety of options available to senators, but if they wish to add an additional item to the agenda that must be done through a motion and a two-thirds vote of the senators present for approval to bring that item to the floor. Parliamentarian Robinett told senators they can make a motion to consider all of the items on the agenda as one, or a motion can be made to consider each item individually. He added that if senators have questions about the procedures moving forward, they can ask for a point of information, and he asked them to say their name once recognized to help the attendees on zoom know who is speaking.

Interim

on one aspect of the reorganization proposals, although he would still like a vote, and offered to outline how the College proposes to address its serious structural issues.

Interim Dean Sheffield explained that there are currently seven departments within the College, including Military Science, which is not normally counted as a department because it has ties with the Army and the federal government. He stated that of the remaining six departments, there are three interim chairs, two of whom are also Assistant and Associate Deans of the College of Education and Human Services; one of them, Renee Polubinsky, is not only doing assistant dean work but also serving in the Provost's office while also chairing the Department of Counselor Education and College Student Personnel. Interim Dean Sheffield stressed that this situation is not sustainable.

Interim Dean Sheffield told senators the goals going into this process were severalfold, one of which was cost savings; the plan that was finally decided on will save about \$25,000 a year. He noted another reason for the reorganization was to create program synergies where different disciplines could get together and potentially create new and intriguing programs – degrees, minors, post-baccalaureate certificates – in order to draw more students to WIU and the College. Interim Dean Sheffield said the final goal is efficiency: how can the College become more efficient, particularly as regards leadership. He received an email today confirming that both Associate Dean Katrina Daytner and Assistant Dean Renee Polubinsky will be stepping down from their interim chair roles. He understands that they are exhausted and are being asked to do too much.

Interim Dean Sheffield (i)-2.gw9 po9r (i)-2. thelited and 96 (ng)10.8(-d.12(8v) (9 po9r)do dca.7mn imed

Interim Dean Sheffield extended kudos to Parliamentarian Robinett for his help with this process and said Parliamentarian Robinett has promised to work on cleaning up the policies and procedures related to these requests next year because it has been very confusing trying to determine what to submit. Parliamentarian Robinett clarified that it will be Faculty Senate rather than him personally who will be cleaning up the forms. He noted that there are no specific forms for reorganization, so the proposals have had to come forward on Request for New Department or School forms. He expressed his thanks to Associate Provost Holly Nikels who spent time working with Parliamentarian Robinett on this process, both contractually and by looking at precedent; to former Senate Chairs Christopher Pynes and Ilon Lauer, who consented to discuss this with Parliamentarian Robinett and Dr. Nikels; and to Recording Secretary and Faculty Senate Office Manager Annette Hamm, who provided minutes going back about a decade covering other instances when these requests have come forward.

Parliamentarian Robinett said the answer to Senator Hunter's question is that no one exactly knows. Interim Dean Sheffield added the reason the department name and mission sections are written as they are is because if the proposals are approved the College will want the appropriate faculty to have those conversations about establishing a new mission and department name, if desired.

Motion: To handle each of the three proposals separately (Hunter/Wipperling)

Senator Tang asked what the three separate proposals are specifically. Parliamentarian Robinett responded they would be item 1., PE Teacher Education to School of Education; item 2., Sport Management to RPTA; and item 3., Health to Kinesiology.

MOTION APPROVED 12 YES – 0 NO – 2 ABSTENTIONS

1. PE Teacher Education Program Move to School of Education

Senator Wipperling remarked this proposal makes sense to her. Chair Albarracin observed that there are instances where programs in teacher education are housed in the various disciplines, such as History Teacher Education. She asked why this move is necessary. Interim Dean Sheffield acknowledged that some education programs, particularly in the secondary education areas, are housed in the various disciplinary departments; for instance, English Education is housed in the Department of Engl a

23-1. He also thinks there may have been one or two faculty members in Education who did not vote. Assistant Dean Renee Polubinsky added that the vote was not limited to faculty in PE Teacher Education but included all Kinesiology faculty, so it could have been someone in Exercise Science, for example, or some other Kinesiology program who did not want the program to change.

Senator Petracovici pointed out that for mathematics, grades 6 through 12 have now been split into middle school and high school. He said Middle School Math has been moved to the School of Education and only High School Mathematics stays in the Department of Mathematics and Philosophy, so there is a precedent for part of the licensure areas being hosted in the School of Education rather than in the home department. Interim Dean Sheffield pointed out that middle school has licensure areas in science, math, language arts, and social

- “This is not to suggest that there is anything wrong with RPTH, but it is strange that

Senator Hamner asked if he is correct recalling that the request was for all of the materials to be submitted by Friday, April 26. Interim Dean Sheffield replied that is correct and that he did submit them by Friday, but then Ms. Hamm informed him on Monday that he needed to sign the request forms. Senator Hamner stated he is torn because everyone makes mistakes on technicalities; on the other hand he is worried about the precedent this would set for Faculty Senate as a body if agenda items are accepted that were not presented earlier. He thinks this should be considered during senators' deliberations.

Senator Ebert Wallace remarked she understands there are paper copies for distribution to senators in the Capitol Rooms but wonders if they have been uploaded to the Google Drive for those attending via zoom. Ms. Hamm responded she could upload them once senators decide that is what they want to do. Parliamentarian Robinett stated that Faculty Senate is still at the moment considering whether they want the document to be passed out. Senator Petracovici asked if the document can be distributed without adding it to the agenda. Parliamentarian Robinett replied he does not see any reason why it could not be since it would just be supplemental information. Senator Gravitt said she would support passing the proposal out. Interim Dean Sheffield expressed his appreciation for that sentiment, adding that it will mean his College will not have to come back to Faculty Senate to consider it separately.

Interim Dean Sheffield explained the document being distributed is very simple; it is formatted exactly like the previous ones with the result of the vote at the end. He suspects that will sway senators in one direction, but the College would like to have this process done so they can continue the conversation. Senator Gravitt asked if senators could add the document to be considered before agenda item #3 if they wish to do so; Parliamentarian Robinett confirmed this, adding that it would require a two-thirds vote. Senator Petracovici reiterated that he wants to see the document before adding it to the agenda. Parliamentarian Robinett announced the document is now being loaded into the shared Google Drive for senators who are attending remotely.

Senator Perone, a faculty member in the Department of Health Sciences and Social Work, expressed her concern regarding the t4.6 (r)obe3.3 (i) ()10 fTw 0 -1.152 TD0.002 T.e amenacuib9 (i)-0.

Work and Counselor Education wanting to collaborate on a minor or post-baccalaureate certificate in LGBTQ issues, and that is just one example where the two programs might possibly work together. He thinks the new unit would flourish. Interim Dean Sheffield told senators he has only been at WIU seven years, and his first year of employment coincided with the first round of layoffs. He thinks when people hear “reorganization” they imagine program elimination, faculty layoffs, and that sort of thing, but these proposals are absolutely not that case. He stated that, in fact, the College is trying to work against that by trying to bring programs together.

Senator Hamner asked who can speak right now and whether those watching via zoom can speak as if they standing at the microphone in the Capitol Rooms. Chair Albarracin responded that they can, especially those in the departments that are being discussed currently. Senator Hamner said he especially wanted to ask if representatives of those departments could engage in the discussion. He added that when there is a 10-1 vote against with two abstentions, he feels a deep responsibility to his colleagues to invite their perspectives and ask about its sources from their angles of expertise. Interim Dean Sheffield remarked he completely agrees.

Senator Hunter asked who voted on the dissolution of the Department of Health Sciences and Social Work. He wonders if it was just members of that department. Interim Dean Sheffield responded affirmatively. Senator Hunter asked if there were two things occurring on the form: the dissolution of the department, and the addition of Social Work to the Department of Counselor Education and College Student Personnel. Interim Dean Sheffield responded that he had a conversation with Parliamentarian Robinett about procedures since it is very unclear how this is supposed to work; he will appreciate next year’s efforts to get this clarified (t)-2.6 (er) 4(r)1

curriculum work has been led by Dr. Kaycee Peterman, and the department is gathering facts for the Graduate Council. Senator Gravitt reiterated she does not see any reason to say the merger is not a good idea based on a program that may never come to fruition. She added that the new department may even break up before Social Work's master's program is approved. Interim Dean Sheffield said he believes the opposite: that through relationship building over the two years the MSW program is put together, concerns would be eased so that there would not be a fight at the Grad Council or the college-level curriculum committees.

Senator Petracovici remarked he has found all of this discussion interesting, particularly hearing both points of view, but he does not think the College was able to sell the faculty well enough on becoming a team. He noted that there are still two sets of adversarial faculty groups, and he does not feel that he can override that. He thinks the faculty groups must come to an agreement and that Faculty Senate cannot override that.

Social Work professor Kaycee Peterman remarked her understanding of the curricular process is that requests are moved up within departments first before continuing up the chain, and it is representatives from departments or colleges who vote on them. She noted that if a request is voted down within its department, it does not even get the opportunity to move up to allow for discussions amongst others who are not from that department. She told senators that it is clear to Social Work faculty that they would struggle to get the MSW request even passed out of their department if they were combined with Counselor Education. Interim Dean Sheffield thinks that if separate curriculum committees were established, it would prevent that happening. He confirmed that master's level curricular requests move from the department to the graduate-level college curriculum committee and then on to the Graduate Council. He pointed out, though, that every step of the way – particularly at the college-level and Graduate Council – the curricular request will need support letters, including from some competing programs. He wants to be clear that Counselor Ed will not be the only competing program to the MSW request; there are other programs on campus that might get in the way of it being approved. He thinks that if Counselor Ed and Social Work can find some time to get together over the next two years as the MSW program is developed, they may find a way to work together. Interim Dean Sheffield related that at the common meeting he realized that the two groups had never really met, even though they have so much in common, which fueled his excitement about the possibilities of a combined department.

Motion: To approve the proposal with the understanding that at the administrative level some clear things will have to be worked out in terms of leadership as well as curriculum (Gravitt)

Senator Gravitt sees no reason why putting the two groups into a different organizational structure would preclude a working relationship. Interim Dean Sheffield remarked he is not sure that Faculty Senate can specify the part of the motion following “with the understanding.” Parliamentarian Robinett confirmed that this motion would not be allowable for that reason.

MOTION RESCINDED

Interim Dean Sheffield said he has already made a commitment to do this if the proposal is approved and to reexamine the combination at the end of a year. He understands there is a history that might lead to mistrust of administrators, and he hopes that faculty in both groups believe that when he commits to some (om)6.33 (.152 TDe.9 (t)-2.(el)8 (i)-2.6 (ev)12.9 (e t)-2.7 c)10.9r

Dean Sheffield, to bridge gaps, listen, and get a faculty-led process on the table. He related that it seems, when listening to his colleagues within Counselor Education, that they do not feel like their concerns have been understood. Senator Hamner said his dilemma was whether he is approving something to happen, but he has been told that his vote is a recommendation that a proposal move forward. He echoes what Senator Petracovici stated, that he is responsible to represent his colleagues in the involved fields, which Senator Hamner thinks is a heavier weight than to desire something that makes sense and improves the situation. He recognizes the clear need for a reorganization of the College of Education and Human Services that would allow it to move forward aggressively and powerfully and to be as strong as it can be. He added that he wishes to affirm Social Work as a discipline as much as Counselor Education and College Student Personnel. Senator Hamner told senators the reason he must ultimately vote no is that he is looking at a 10-to-1 ratio with two abstentions among his colleagues. He

Dr. Peterman observed that Health Sciences has classes that are cross-listed with Kinesiology, and Kinesiology faculty teach some of their classes. Dr. Peterman said she and some of her Social Work colleagues wanted to support Health Sciences faculty in this move because it fits and works for them. She thinks it would help Public Health with the number of students in their program and would support that program. She noted that, like previously approved proposals, this proposal simply represents Health Sciences programs and faculty moving out of the Department of Health Sciences and Social Work and into the Department of Kinesiology, so she would not think the failure of the previous proposal would necessarily impact this proposal.

(1 1 -) Senator(Wipperling)asked what would happen to Social Work if Health Sciences(moves to S