

*Reception to Honor 50 Years of Faculty Senate
3:00-4:00 p.m., Tuesday, September 24, 2019
University Union Capitol Rooms*

**WESTERN ILLINOIS UNIVERSITY FACULTY SENATE
Regular Meeting, 24 September 2019, 4:00 p.m.**

SENATORS ABSENT: G. Delany- Barmann, M. Stinnett

GUESTS: Tom Blackford, Ginny Boynton, Guada Cabedo-Timmons, Amy Carr, Katrina Daytner, Dennis DeVolder, Spencer Foust, Buzz Hoon, Angela Lynn, Colton Markey, Sue Martinelli-Fernandez, Kristi Mindrup (via teleconference), Russ Morgan, M A. Provost's Report

Associate Provost Russ Morgan filled in for Interim Provost Billy Clow at the meeting. He announced that the Provost's Awards for Excellence recipients will be recognized at a reception at 4:00 p.m. on October 16 in the University Union Lamoine Room.

B. Student Government Association Report
(Colton Markey, SGA President)

SGA at its last meeting voted on a bill of resolution in support of the Homecoming Committee's recommendation for gender neutral royalty.

1. The 33rd Annual Mary Olive Woods Lecture will be held at 7:00 p.m. on Thursday, September 26, in the WIU Union Grand Ballroom. Andrea Jain, Indiana University-Purdue University, Indianapolis, will present "Peace, Love, Yoga: The Politics of Global Spirituality". The lecture is free and open to the public.
2. University Technology switched from the Scantron (hardware based) solution to the Remark (software based) solution for faculty evaluations and test scoring last year. According to

Interim CIO Rebecca Slater, the reduction in cost of the new solution has enabled University Technology to add another scoring station to Stipes 126, which will go live on October 1. She states that “During mid-terms and finals, faculty have always had to stand in lines, sometimes for 20-30 minutes at a time waiting to use the machine to score their tests. We are hoping this additional scoring station will greatly reduce the wait times for our faculty.”

3. The Board of Trustees (BOT) meeting is scheduled for October 3-4 in the University Union Heritage Room. Chairperson Pynes stated that he has still not received an agenda.

4. Acting President Martin Abraham

Acting President Abraham said that while he has meet with the Senate Executive Committee two times, this is his first Senate meeting, and he is pleased to be able to participate. He assured Chairperson Pynes that his office is working diligently on finalizing the BOT agenda, and it should be emailed out by the end of this week.

Acting President Abraham told senators he wants to reiterate some of the significant objectives for this year and the foreseeable future, of which enrollment challenges are first and foremost in his mind and a substantial matter of concern fo

go out to talk about their disciplines. He stressed that this is incredibly valuable and that faculty need to be engaged, particularly in their communities and with the public to talk about what WIU has to offer wherever they go, in the area or ou

term the University will need to hire some additional people for that area. He is waiting

Czechowski stated that this is what she fears. Acting President Abraham promised that the administration will not lose sight of this, but it will not happen overnight. He noted, however, that some specific activities, in terms of putting some processes in place to reach out, can be put in place immediately. He stated that Mr. Schuch has said that after seven to eight weeks into the semester there should be some great information that can be accessed about students; this information will be collected manually right now because the University does not yet have a systematic way to collect it. Acting President Abraham stated that this process will help to get some of the forces in place to reach out to these students and look at these concerns. He believes that WIU needs to do a better job with its orientation and first-week programs so that students can build a support network early; this is one of the conversations he plans to have with Admissions in the spring because that office will need to change some of its processes in relation to onboarding new students.

Acting President Abraham realizes that retention also involves students succeeding in the classroom. He has seen a list of about 15 classes that students historically do not succeed in, and approximately half of them are in the math sequence. He recalled that when he spoke at the University Assembly, he used MATH 099 as an example, but he stressed that it is not just MATH 099; it is a question of how the University can get students to a point where they can be successful in Math. He stated that it is probably not the fault of MATH 099 that students are not succeeding in Math; it is rather a university-wide systematic failure and perhaps an educational system failure, not just at WIU, and this needs to be addressed as well. Acting President Abraham believes the retention challenge is critical, and he thinks there are many things the University can do to make things happen immediately, although this problem will also require more systematic fixes that occur over the academic year and beyond. He stated there will be a little impact this year and a lot of impact going forward and promised Senator Czechowski that this is not something that will be lost sight of. He would like to see WIU's retention not only reach where it should be for a university of its size but to exceed the national average. Acting President Abraham stressed that if a student is accepted into WIU as a high school graduate, that student should be expected to graduate in four years, and this needs to be widely committed to as a university, with processes in place that will allow this to happen. He thinks the University can get there, but it will take a couple of years.

Chairperson Pynes related that he was a member of the Persistence and Completion Academy the first year he served on Faculty Senate, so there are people who have been thinking about these problems for some time and would be a good resource. He named Debbie Kepple-Mamros, Angela Lynn, Stacie Hunt, and Angela Bonifas as having insight into why WIU students do not retain. He related that the members looked at lots of information about what WIU can do to help retain students, including engagement in such things as the library and the Rec Center, and talked through these problems. Chairperson Pynes hopes that Acting President Abraham talks to these professionals because people at WIU know that retention is a big issue and have been working on it for a lot longer than the university at-large has been paying attention to it, and they deserve credit.

Senator Cordes asked what Acting President Abraham has found out about addressing some students' problems before they arrive at WIU. He noted that issues of motivation, academics, social and cultural issues all occur before students set foot on WIU, and he wonders what the University can do to reach students on their home ground. He suggested this could include building communities of high school students and bringing them to WIU as a cohort. Acting President Abraham acknowledged that communities can be built in M

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the University to do something to help. He added that the intention is to be more intrusive about asking these questions, both after students leave and, preferably, before they leave. Chairperson Pynes related that when he served on the Persistence and Completion Academy advisors related that when they ask students why they leave the University they struggle to get an accurate answer. He suspects students may be embarrassed to admit the real reason, so they may say the reason is a family problem or because they cannot afford to attend when it may, instead, be a different reason. He thinks it is a difficult problem to solve to get honest answers from these students.

Senator Hunter related it is a pleasure to work with student-athletes in his classes, partly because Athletics advisors are right on top of any issue and work together with faculty to get student-athletes through. He related that he has not had as much interaction with the Greek advisors, but if WIU plans to replicate that system on a broader scale it will likely involve additional funding and moving resources around. He asked if this is being discussed as a strategy to increase attendance and opportunities for students. Chairperson Pynes responded this is a very good question. He recognizes that student-athletes get a lot of advising; when he served on the Persistence and Completion Academy, a lot of staff said that there needs to be more advisors hired and students need to get in front of their advisors. Chairperson Pynes observed, however, that students do not need to see an advisor to do better in his classes; they need to meet with him. He believed that students need to be encouraged to schedule time to meet with the faculty teaching their classes because they are the ones teaching and grading them, and the faculty know what is on their tests. He thinks that part of the labor problem is actually a faculty problem; faculty need to encourage students to see them when they are struggling rather than saying the University needs to hire more advisors. He believes that part of this problem belongs to the faculty; if the problem is about the academic side, that falls on faculty. Chairperson Pynes related that he stated this at the Persistence and Completion Academy, and he still believes this today. Senator Hunter is not sure hiring more advisors is the solution. He thinks that, instead, some of the techniques used by certain advisors should be spread out further into the general population. Chairperson Pynes remarked there is a lot of accountability with student-athletes. Senator Hunter hopes his students feel comfortable talking to him, but he still thinks there is something about Athletics advising that supports their students better. Chairperson Pynes pointed out that student-athletes have tutors, not just advisors. Acting President Abraham observed that one very important character of Athletics that cannot be replicated in the general population is that advisors can tell student-athletes they need to take some specific action or they cannot play the sport they came to WIU to play, which is a huge motivational tool. He added this does not mean that Athletics does not have some good techniques that can be replicated; for instance, Athletics uses Grades First to get information from faculty about challenges students have in their classes. He added, however, that Athletics advisors can tell student-athletes that they need to talk to their professor and report back to the advisor regarding what that professor said or they will not be able to practice with their team the next day, and that piece cannot be replicated.

Senator Zbeeb observed that there is a lot of discussion about retention but he thinks the University's main problem is enrollment. He realizes that it will take some time to fix this problem, but he wonders what immediate steps can be taken to improve enrollment now. He understands there are long-term goals but wonders what immediate steps can be taken to stop the bleeding that WIU is undergoing. Senator Zbeeb also suspects that the University is still targeting low-ACT students, and he does not know why. He related that his children have high ACT scores but WIU did not reach out to them; this lack of recruitment also occurred with the children of one of his friends in the Quad Cities, and Senator Zbeeb sees this trend happening repeatedly. He wonders if the University must wait for the ERP software to be installed to address this problem, noting that will take two to five years to implement, and he does not know if WIU can wait that long. He wonders if this problem should instead be attacked from a different angle. Acting President Abraham acknowledged that the fully operational ERP system will take five years or more to implement, but the first module going into place is the admissions and recruiting module, which he is told should be completed in a year, so that will help. He stated the reason this module is being put into place first is to

respond quickly to some of the immediate challenges. Acting President Abraham added that some things that can be done right now include changes being made to WIU's scholarship program that the administration thinks will have some significant impact. He stated that scholarships will be able to be offered to some populations that the University has not previously been able to reach. He related that steps are being taken to work with WIU's community college partners that may allow the University to be more successful attracting transfer enrollments. Acting President Abraham met with the President of Black Hawk College in the Quad Cities this morning and has met with the leadership of Spoon River College already, and there are others on his list. He believes these meetings may help to determine if there are things WIU can do differently that would be more successful in helping transfer students make the transition. He stated that some things put into place to address enrollment are short-term fixes that can be implemented fairly soon while others are longer term. Acting President Abraham assured Senator Zbeeb that the University is interested in having students of all varieties be recruited. Acting President Abraham stated that, while he cannot say why a specific prospect may not have received a certain piece of material from the University because he does not know everything about all of the recruiting campaigns, he does know WIU needs to do better with the campaigns being used so that students receive the proper materials. He related that Admissions is working on that and will continue to work on it, taking advantage of the technologies available to be able to improve that process. He observed that while new freshmen numbers were down again this year, they were not down by as much as the overall enrollment of new students, so a lot of the strategies that were put into place last year, before Acting President Abraham arrived, proved effective in stemming some of the challenges with the new freshmen population. He believes that if the University continues to focus on that as well as lo

themselves but also to their peers. He believes that feeling a responsibility to one's peers, who are among a small group on a team, is where the motivation comes from for student-athletes to take care of business. He believes the incentive is to be accepted by peers within a group, similar to students in Greek life; there is a social aspect that incentivizes their behavior. He does not know how to create a social aspect that might motivate a group of students who are struggling with MATH 099, but that is why student-athletes respond differently than other students.

Senator Banash reported that he teaches First Year Experience courses currently, but when he spent years as the English graduate coordinator he had a lot of advisor screens that he no longer has. He formerly could see students' transcripts, GPAs, advisors, and how they are moving through the system, but now if he wants a specific screen he must ask for it since as a faculty member they are all gone. He stated that even if facu

Nominating Committee also added a section listing which councils and committees have terms different than the usual three years.

Motion: To approve the policies and procedures as amended (Filipink/Hunter)

MOTION APPROVED 20 YES – 0 NO – 0 AB

B. Proposed Change to Senate Bylaws Article VI.C.1.b.: Committee on Provost and Presidential Performance

1. Second Reading and Vote

The change to Article VI.C.b. would allow the Faculty Senate to create the Committee during years where there is no survey required:

The Committee shall be constituted annually at one of the first Senate meetings of the year and shall conduct the surveys annually, ~~except that there~~ **There** will be no ~~committee composed~~ or survey distributed in the first year of a given person's appointment to the position of Provost or President.

Motion: To approve the bylaws amendment (Franken/Filipink)

MOTION APPROVED 20 YES – 0 NO – 0 AB

C. Proposed Changes to Senate Bylaws Article VII: Rules Governing Committees and Councils of the Senate

1. Second Reading and Vote

Chairperson Pynes explained the changes address the former problem with how committees and councils of the Senate are defined; there is now a separate definition specifying that committees are composed of senators, and councils are comprised of non-senators. He added that there are four Faculty Senate committees and eight Senate councils.

Senator Franken asked if this change means that a senator can no longer serve on a council; Chairperson Pynes replied that senators have never been able to serve on councils, but they can serve on committees. Senator Franken remarked that he was granted a special exception by the Senate when he was first appointed so that he could attend the one meeting of the Council on Intercollegiate Athletics that semester.

College of Arts and Sciences Dean Sue Martinelli-Fernandez recalled that in the past senators have not understood that they must serve the entire year from August through July and cannot say that they are unable to serve for the month between July and August. She observed that Article VII.A.2. of the Constitution states that "Unless otherwise specified, the term of appointment shall be three years and shall follow a staggered plan." She wondered if this section should also indicate the dates of that term. Chairperson Pynes pointed out that the Bylaws include a definition of a Senate year: Article I, Section 2 of the Bylaws states that "Each Senate year shall begin the first day of the fall semester and end on the last day before the start of the next fall semester."

Motion: To approve the bylaws amendment (Filipink/Dimitrov)

MOTION APPROVED 20 YES – 0 NO – 0 AB

V. New Business

A. Board of Trustees Consent Agenda for October 3/4, 2019

