**WESTERN ILLINOIS UNIVERSITY**

**FACULTY SENATE**

**Regular Meeting, *14 October 2014*, 4:00 p.m.**

**Capitol Rooms - University Union**

**A C T I O N M I N U T E S**

**SENATORS PRESENT:** J. Baylor, S. Bennett, L. Brice, J. Brown, A. Burke, G. Cabedo-Timmons, M. Carncross, R. Chaves, J. Choi, :45etary. and councils, and to the SEnate for their work this year, to the chairs of SEnate hat she feels as appropriate for tS. Cordes, D. DeVolder, A. Hyde, G. Jorgensen, C. Keist, J. Myers, T. Sadler, M. Siddiqi, A. Silberer, M. Singh, S. Szyjka, T. Westerhold

Ex-officio: Ken Hawkinson, Provost; Tej Kaul, Parliamentarian

**SENATORS ABSENT:** T. Roberts, S. Romano

**GUESTS:** Emily Davidson, Janna Deitz, Peter Jorgensen, Angela Lynn, Esmeralda Moreno, Nancy Parsons, Jessica Woods

1. Consideration of Minutes
   1. 30 September 2014

**MINUTES APPROVED AS DISTRIBUTED**

1. Announcements
   1. Provost’s Report

Provost Hawkinson reported that President Thomas has been holding town hall meetings in the residence halls. Between 50 and 60 students met with the President in Thompson Hall last night. Tonight the President plans to meet with students in Tanner Hall at 8:00 p.m. and will visit other residence halls in the coming weeks.

A meeting with Macomb Mayor Mike Inman, community leaders, and students will be held on October 28 at 6:00 p.m. in the University Union Heritage Room to address economic development. A town hall meeting for faculty, staff, Mayor Inman, and community leaders to address economic development will be held on Wednesday, October 29 at 3:30 p.m. in the University Union Grand Ballroom. Provost Hawkinson stated that these town hall meetings are being held for the first time in order to encourage the city and University together to discuss services available at each. Town hall meetings in the four academic colleges and the Library will be announced in the coming weeks.

Provost Hawkinson held his open house last week and expressed his thanks to senators who were in attendance. Tomorrow the President and Provost will attend an awards breakfast in the Quad Cities, followed by a series a meetings culminating in an open house at the Riverfront Campus which they, along with the Faculty Senate Chair and Vice Chair, will attend at 1:00 p.m.

The Provost stated there was a large turnout for Discover Western on Monday. On Sunday, October 11, the Honors College and Office of Admissions for the first time hosted an event for those students who are eligible for the $10,000 per year Centennial Honors Scholarships. Fifty-one students and their parents attended the event on Sunday; four of those students will be selected to receive the Presidential Scholarship, which awards a full ride to WIU at a total cost of $65,000 for four years. Students at the Honors College event participated in activities and were interviewed to help determine the recipient of the Presidential Scholarships. Provost Hawkinson stated that 20 to 25 faculty and staff volunteered their time to work with the students on Sunday. He is confident that because of this event a high percentage of the 51 students in attendance will decide to come to WIU in fall 2015. The Provost stated that last year the Honors College hosted an event in the spring for Centennial Honors Scholarship students who had already committed to attending WIU, but this year the Honors College decided to try to capture students while they are still in the decision making stage. Provost Hawkinson believes the entire institution can be enhanced by attracting high achieving students. Senator Sadler asked what kinds of issues were brought up by the students in attendance. Provost Hawkinson responded that students asked about the future of Higgins Hall (which will be torn down once the University has the necessary funding); the possibility of opening SOARS earlier; housing issues; new programs being developed; town and gown issues; the beautification of the campus; parking issues; and other topics that concern them directly. Ms. Moreno, who was also in attendance, added that students also inquired about Greek life and plus-minus grading.

* 1. Student Government Association (SGA) Report

(Esmeralda Moreno, SGA student representative)

SGA last week appointed two new senators at-large, so all vacant positions are now filled. Ms. Moreno reported that a bill suggesting a dress code for classrooms was quickly rejected by SGA. The senator who proposed the bill proposed that faculty would have the option of deciding if a student had violated the dress code by, for example, wearing pajamas to class, but SGA felt that the bill could be interpreted in too many ways.

Associate Vice President for Student Services J.B. Biernbaum spoke to SGA about the mold problem in East Village.

SGA appointed student representatives to three Senate councils (CAGAS, CGE, and CIT). Next weekend four senators will attend the Association for Student Government Associations conference. Ms. Moreno will present a report on this conference at the next Faculty Senate meeting.

* 1. Other Announcements
     1. University Housing and Dining Services (UHDS) Academic Initiatives Committee

(Emily Davidson, Assistant Complex Director (Lincoln/Washington/Grote Halls)

Ms. Davidson informed senators that the Academic Initiatives Committee has three main objectives:

1. *To promote an awareness of existing campus resources for academics.*

As part of this objective, the Committee has launched an Academic Funding Campaign. Posters around campus highlight the actual cost of skipping class and include information about academic resources.

The Committee held an Academic Resources Fair today in Thompson Hall. Tables on academic and student services were set up to show students the wealth of resources available to them.

Ms. Davison stated that UHDS also trains resident assistants (RAs) each fall and spring about the academic resources available on campus so that they can better assist residents on their floor. UHDS is training RAs to have difficult conversations with residents about their grades and class attendance.

UHDS staff also meets with students each fall and spring after early warning grades have been sent out.

2. *To celebrate the academic success of students in the residence halls.*

As part of this initiative, UHDS provides a Dean’s List Dessert event in the fall and spring semesters and offers residence hall floor incentives for meeting GPA goals each semester.

3. *To strengthen partnerships with the UHDS Academic Initiatives Committee and WIU faculty.*

Ms. Davidson informed senators that UHDS is working to strengthen their living-learning communities in their residence halls. They have established the HOPE Award (Honoring Our Professors and Professionals of Excellence) to recognize the efforts of WIU’s academic professionals.

Ms. Davidson stated that the Academic Initiatives Committee is always looking for new ideas, and anyone with suggestions should contact her at [EN-Davison@wiu.edu](mailto:EN-Davison@wiu.edu). Chairperson Singh asked if there is anything that faculty can do to enhance the Committee’s efforts and assist them to further their initiatives. Ms. Davidson responded that her committee appreciates faculty sending out early warning grades because UHDS really utilizes that data. Committee members hold 15- to 20-minute meetings with each student in the residence halls who receives an early warning grade to talk about their academic goals and inform them about resources to assist them to reach those goals.

1. Reports of Committees and Councils
   1. Senate Nominating Committee

(Dennis DeVolder, Chair)

**SENATE COUNCILS AND COMMITTEES:**

Council for International Education

Fetene Gebrewold, Hlth Sci/Soc Wrk replacing Samira Riesheg 16 E&HS

**AD HOC COMMITTEES:**

Academic Calendar Committee

Julie Lawless, Geography At-large

Amy Ekanayake, Mathematics At-large

Bill Knox, English/Journalism At-large

There were no further nominations, and the candidates were declared elected.

1. Old Business – None
2. New Business
   1. Faculty Initiative Request

Chairperson Singh stated that the Faculty Initiative process was created by two former senators, Janna Deitz and Jennifer McNabb. He explained that it was created to give faculty with campuswide initiatives the opportunity to grow their ideas through the appropriate administrative channels. Faculty Senate recently received its first proposal from Pete Jorgensen, Chair of the Department of Communication, to list the majors on all diplomas awarded by WIU. Currently, diplomas list only the degree awarded.

Dr. Jorgensen told senators that he received a phone call this past summer from a student who had recently completed a graduate degree after working on it for four years. The student thought that his diploma was “defective” because it did not list his Communication major. Despite having worked at WIU for 20 years, Dr. Jorgensen told senators he was unaware until this call that WIU does not list the major anywhere on diplomas. Dr. Jorgensen pointed out that diplomas are often framed and displayed with pride, and he believes that WIU is missing out on marketing opportunities for its departments by not listing the major on them. He added that to say one received a Bachelor of Arts degree from WIU is not as much of a discussion point as it might be if someone noticed the graduate’s major, which might facilitate discussions and possible marketing. Anecdotally, Dr. Jorgensen stated that students in his class were surprised that WIU diplomas do not list the major and were 100 percent in support of such an addition. Dr. Jorgensen spoke with Registrar Angela Lynn and was informed that about half of Illinois institutions list majors on their diplomas along with the name of the degree. Dr. Jorgensen pointed out that if WIU were to make such a change, it would likely also have to be reviewed by the Graduate Council.

Chairperson Singh told senators that the Senate Executive Committee expressed a desire to hear from the Registrar about possible implications of such a change. Dr. Lynn stated that the figures on how many Illinois institutions list majors on diplomas have changed somewhat since Dr. Jorgensen’s recent inquiry. Only Eastern, Northern, Illinois State, and Western Illinois Universities do not list majors on their diplomas; the other eight state institutions list both majors and degree. She added that this topic was recently raised on a national listserv of registrars from institutions not specific to Illinois and not necessarily public institutions. Nationally, the vast majority of those responding indicated they do not include the major on their diplomas. Dr. Lynn told senators that 28 registrars responded to the question; 20 do not include the major on diplomas and eight responded that they do include the major.

Registrar Lynn stated that graduate diplomas use the same template as undergraduate, and she would hope that whatever decision is made it can be consistent for the two diplomas. Dr. Lynn highlighted some things to consider if the decision is made to list majors on diplomas:

* For some degrees – specifically the Bachelors of Social Work, Music, Liberal Arts and Sciences, and Nursing, and the Masters of Business Administration, Accountancy, and Liberal Arts and Sciences – the name of the degree and the name of the major are the same. WIU would need to decide whether both the degree and the major would be listed in these cases. Dr. Lynn stated that some schools do not duplicate if the major is included in the title of the degree. If WIU did not duplicate in these cases, it would create an extra blank line on the diploma. That could result in two blank lines because there is also a line for students who earn honors (such as *cum laude*) which is left blank if not needed.
* In spring 2014, 42 students (4 percent of total) graduated from WIU with double majors. In the case of double majors, students receive one diploma; both majors are listed on students’ transcripts, but they receive only one diploma because they are only receiving one degree with two majors of emphasis. Dr. Lynn stated that for institutions that do list both major and degree, some only list the primary major while others list both. She related that those institutions that do not list both majors have told her they receive a lot of complaints and are considering changing to list both majors. If WIU decides that both majors should be listed in these cases, it would create another blank line on the template if a student graduates with only one major. Most students would have two blank lines on their diplomas (one for the name of the double major and another for honors) and three blank lines if the decision were made not to list the major if it is the same as the name of the degree. Dr. Lynn stressed that although this amounts to logistics, it is important that the institution issues a document of which recipients can be proud.
* Dr. Lynn informed senators that most institutions list only the major and not concentration, emphasis, or option. WIU currently has a student who is getting a Bachelor of Music with a double Music major in two different options in Music, so if the decision was made to list both majors on the diploma, his diploma would read “Bachelor of Music – Music – Music” on the three lines. Another current WIU student would receive a diploma listing “Bachelor of Science – Mathematics – Accountancy” if the second major was included. If the decision were made not to list the major if it duplicated the degree, one WIU student with a double major in Music and Spanish would receive a diploma listing “Bachelor of Music – blank line – Spanish.”
* Dr. Lynn stated that consistency of templates is vital because the Registrar’s office sees about five to ten fake diplomas every year. She stated that currently it is easy for her employees to identify fakes, but it becomes more difficult with the adoption of multiple templates. She added that, although transcripts are also checked, the Registrar's office must be careful not to supply anything but directory information to third parties if a diploma is suspected to be fake.
* The Registrar’s office receives frequent requests for duplicate diplomas, either because students have lost their original diplomas or wish to have a second copy. She pointed out that if the Faculty Initiative proposal is adopted, a decision will need to be made how to handle duplicate diploma requests when the person’s original diploma did not list the major – whether to now include the major on the duplicate if that standard is adopted or whether to issue an exact duplicate of the older diploma.

Senator Cordes asked how many of the institutions which do list majors on their diplomas issue dual diplomas for separate degrees earned. Registrar Lynn responded that there are two to three institutions in Illinois that allow students to earn two degrees at the same time; these institutions would issue separate diplomas for separate degrees. Senator Cordes asked if that is Western’s policy also, and Dr. Lynn responded that it is not. He asked if this would be costly to the institution. The Registrar responded that the printing is not costly, but the policy in the undergraduate catalog does not allow for multiple degrees to be earned at the same time. Provost Hawkinson pointed out that, per University policy, earning a second degree requires an additional 30 hours of work. Dr. Lynn stated that it would be misleading to issue two diplomas for someone graduating with double majors; the only time two diplomas might be warranted is if a student were earning two separate degrees.

Parliamentarian Kaul related that he, too, received a call this past summer from an international student who was unhappy that his major was not listed on his diploma. The student anticipated experiencing difficulties proving that a diploma which only listed a Master of Arts is legitimately a Master of Arts in Economics, which is what the student was sent to the United States to earn and which he needs to prove that he achieved. In this case, Dr. Kaul asked for the Registrar to write an email verifying the degree, but he stated that there is dissatisfaction, particularly among international students, regarding students’ expectations that the major will be listed on the diploma. Parliamentarian Kaul asked if there is any University policy specifying that diplomas from WIU only list the degree earned because, if not, the decision to change the template can be made administratively. The Registrar responded that there is no official policy that addresses this issue; the template has just been utilized in its current format for a number of years. Provost Hawkinson confirmed that there is no formal policy addressing the format for diplomas. He stated that if Faculty Senate refers the Faculty Initiatives proposal to him, he will discuss it with the President. He assumes that the etiquette of offering diplomas in a certain fashion is embedded in the long history of academia. He pointed out that the concept of “majors” is a relatively recent one which was not adopted until the 20th Century; previously, one bachelor’s degree was awarded which covered all subjects.

Provost Hawkinson asked what type of diploma would currently be issued if a student receives a Bachelor of Business in Accountancy and a Bachelor of Arts in History. Dr. Lynn responded that if a students double major, they receive only one diploma listing the primary degree although they must fulfill the requirements for both majors with allowable duplication. Provost Hawkinson asked if students are allowed to choose which degree is primary; Dr. Lynn responded affirmatively. Provost Hawkinson asked if both degrees – the Bachelor of Business and the Bachelor of Arts, in this example – would be listed on the diploma if the proposal were adopted. Registrar Lynn responded that she does not think both degrees would be listed because this is a policy issue; two majors are earned, but one degree is awarded. Provost Hawkinson pointed out that if the Bachelor of Business is chosen as the primary degree, listing History as the major area to accompany this would seem to represent a disconnect. Registrar Lynn agreed, adding that this is why some institutions only list the primary major, although they do receive complaints from students who complete the requirements for two.

Senator Siddiqi believes that if a poll were taken of chairs and professors they would confirm that every semester they hear complaints about majors not being listed on diplomas. He supports the proposal because it will make parents and students happy. Senator Siddiqi is regularly approached by parents at Commencement who are confused because they thought they were paying for a Bachelors of Art in Journalism. He also receives four or five calls from disappointed parents or students each semester. Senator Siddiqi pointed out that much of the conversation – such as how to authenticate whether a diploma genuinely came from WIU and what type of diploma to issue in the case of requests for duplicates – concerns technical details which could be determined after the decision is made to adopt the proposal. He thanked Dr. Jorgensen for bringing the proposal to the Faculty Senate.

Senator Cordes stated that, while students should be able to show prospective employers their transcript to prove what major they earned, it should also be possible for WIU to regenerate a diploma that would show specifically what a student earned. He stated that while the formal process needs to stay foundational, students just want some piece of paper that spells out their program. He added that everything generated by WIU will be authentic, regardless of whether the diploma lists all degrees and majors or does not. When Senator Cordes earned his most recent degree, he was allowed to choose the paper, frame, and what would be specified on the document. He does not see why two diplomas cannot be issued for two separate majors, even if they are the same degree program. Dr. Lynn responded that if two diplomas are hung on a graduate’s wall, it gives the impression that the graduate earned two degrees when the graduate actually only earned one degree with two majors. Senator Cordes reiterated that there should be a way to represent the information on the diploma so that students can use it as verification for employment.

Parliamentarian Kaul asked what the difference is between earning two different degrees and earning a dual major. He noted that if a student graduates with majors in law enforcement and in economics, they have officially met all the requirements for either degree program and can obtain employment in either profession. He wonders if the distinction is one of simple semantics or if there is a genuine difference. Registrar Lynn explained that for those institutions that offer students the option of earning dual degrees, students must complete 30 extra hours for the second degree, which may be more hours than what is necessary to complete the requirements for that major. She added that these institutions also offer one degree with two majors, which may require considerably less hours than earning two separate degrees.

Senator Brice pointed out that senators really only have two options to consider before they get lost in the minutia of writing policy: senators can say they like the proposal and want to create a non-binding recommendation for the administration, which in this case is the Provost, or senators can send the proposal back to Dr. Jorgensen to work on some more. He believes that the proposal is well written and advised senators not to get caught up in minutia during its consideration.

Senator Jorgensen stated that he would like for chairs to be consulted about any issues they foresee in adopting the proposed change to diplomas. Senator Jorgensen graduated with a Political Science major and a History minor and is glad that his major was not listed on his diploma since it may have prevented him getting hired as a history teacher. He believes that if his diploma stated Bachelor of Science – Political Science, it would have harmed his career. He thinks employers can look at transcripts if they wish more detail than what is provided on diplomas. Registrar Lynn said this is a good point and one about which the Registrar’s office also had concerns. She believes that listing majors on diplomas would make some, but not all, students happy because some students do not want that level of detail. She pointed out that there are some students, such as those in Medical Sciences or Zoology, who really identify with that option rather than with just Biology, which would be listed on the diploma. Senator Jorgensen asked if students could be given a choice as to how the diploma would appear. Registrar Lynn replied that the University must be firm regarding how it presents itself through its authentic documents. Students can choose their primary major as long as they meet those requirements, but they cannot chose what appears on their transcripts and diplomas. Dr. Lynn stated that she is not saying that allowing students to choose is impossible, but it would raise questions regarding how the institution could address various details while still assuring that the documents remain professional.

Senator Siddiqi pointed out that Faculty Senate has received a clearly written proposal and should take a vote to determine whether to pass it along to the administration, trusting that the details will be worked out before the proposal is implemented. He noted that the other possible route would be for Faculty Senate to table the proposal and let the Executive Committee send it to chairs for feedback before returning it to the Senate for a more informed discussion. Senator Siddiqi stated that, to him, the technical details are not as important as the basic proposal that was brought to the Senate. He believes that before any change is executed, there will be many things to consider, and he is confident that the Registrar and her office will see that everything necessary is in place before the change is implemented.

Provost Hawkinson compared the importance of a diploma to a birth certificate; while there is some choice involved as to what to include on the birth certificate, it cannot be changed once issued. The Provost recalled that he was at the Executive Committee meeting when the Faculty Initiatives idea was suggested, and he believes that the process has worked very well. He stated that the details that have been discussed on the Senate floor have helped to inform him because he needs to know what the impediments might be to moving the proposal forward. Provost Hawkinson stated that the discussion helps him to decide if the proposal offers a reasonable direction in which to proceed, and he believes the process that is occurring is exactly in line with the purpose of the new program. Dr. Deitz, who created the Faculty Initiative program, agreed that the intent of the process was to allow for questions and answers so that senators could determine if the proposal is something the faculty submitter should further refine or whether the proposal should receive the non-binding support of the Senate. She said the idea behind the Faculty Initiative program was to raise issues in front of those persons who can make decisions about them but without pressure to proceed on them. She added that the proposals provide a feedback loop for addressing issues on campus. Dr. Deitz also remarked that she has never seen a WIU diploma and found today’s discussion very interesting.

Senator Choi suggested that Faculty Senate ask the Registrar to contact other universities that allow majors on diplomas and inquire about what kinds of issues and technical difficulties they have experienced; those would them be reported back to Faculty Senate at a future meeting. Chairperson Singh stated that Registrar Lynn has already reported on her research with other Illinois institutions, specifically, how they list double majors; how they deal with issues of duplication or redundancy and the modifications those diplomas might need; “legacy issues” where consistency needs to be maintained in instances where majors were not listed but a duplicate diploma is now requested; and the question of how to address diplomas for students with majors in two different fields. He pointed out that the Faculty Senate now has three choices for action: to vote in favor of or against the proposal or to vote to table the proposal.

**Motion:** That the Faculty Senate supports this Faculty Initiative and should send it to the Provost (Siddiqi/Brice)

Senator Jorgensen reiterated his belief that it is important to discuss the proposal with constituents. Senator Siddiqi agrees that it is important to discuss the proposal with constituents, but he is certain that the administration will talk to department chairs and take their feedback into consideration. He noted that adoption of such a change will not happen tomorrow, and he is confident that any change that might be made to diplomas will not occur without consultation with chairs. He pointed out that the President and Provost regularly meet with deans and chairs, and he believes that action needs to be taken on the proposal today.

**MOTION APPROVED 19 YES – 2 NO – 0 AB**

**Motion:** To adjourn (Brice)

The Faculty Senate adjourned at 4:54 p.m.

Lee Brice, Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary