## WESTERN ILLINOIS UNIVERSITY

## Regular Meeting, *12 April 2011*, 4:00 p.m.

## Capitol Rooms - University Union

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

#### SENATORS PRESENT: P. Anderson, B. Clark, L. Conover, G. Delany-Barmann, D. DeVolder, L. Erdmann, S. Haynes, R. Hironimus-Wendt, M. Hoge, D. Hunter, N. Made Gowda, J. McNabb, L. Miczo, K. Pawelko, C. Pynes, S. Rahman, P. Rippey, M. Singh, I. Szabo, B. Thompson, T. Werner, D. Yoder

Ex-officio: Jack Thomas, Provost; Tej Kaul, Parliamentarian

#### SENATORS ABSENT: None

#### GUESTS: Dale Adkins, David Banash, Keith Boeckelman, Matt Bonnan, Ray Diez, Sharon Evans, Karen Greathouse, Autumn Greenwood, Ken Hawkinson, Iraj Kalantari, Jim LaPrad, Carol Longley, Charles Malone, Martin Maskarinec, Rose McConnell, Barry McCrary, Russ Morgan, Mark Mossman, Michael Murray, Kat Myers, MaCherie Placide, Bill Polley, Bill Pratt, Jim Rabchuk, Steve Rock, Lance Ternasky, Richard Thurman, Jeff Tindall, T.K. Vinod, Ron Williams, John Wozniak

1. Consideration of Minutes
   1. 29 March 2011

* Senator Miczo’s name was misspelled in the first full paragraph on p. 8.
* In the second full paragraph on p.6, the minutes reflect that “Senator Pynes said that if he decided to change his textbook it would be because in his professional judgment he wishes a change; Mr. Kiah replied that this would be problematic. Senator Pynes stated that to be unable to do so would irritate him, and he would likely tell his class not to buy their textbooks from the Union Bookstore but to choose Amazon, for instance, instead …” Senator Pynes corrected the minutes to clarify that he would submit the book orders to the Union Bookstore and would only tell his students to get their textbooks elsewhere if the University Bookstore refused his orders.

**MINUTES APPROVED AS CORRECTED**

1. Announcements
   1. Provost’s Report

Provost Thomas told senators the budget outlook has not improved. Western did receive $5.6 million in MAP funding; another $5.6 million in MAP funds is still owed by the state. The University currently has $9.1 million in cash reserves, and the state still owes WIU another $42.3 million. Provost Thomas told senators the University has not received a payment from the state since March 25.

Provost Thomas stated that although issuing early warning grades is not mandatory, he would like to encourage faculty to do so. He stated that early warnings help students who wish to work to bring their grades up and provides advisors with an opportunity to contact those students who may need extra help.

Provost Thomas stated that he received the results of the faculty evaluations of him today and appreciated the feedback. He promised to try to find ways to improve based upon the constructive criticism contained in the report. Provost Thomas stated that he is always available if faculty have concerns they would like to discuss, and he responds to emails; he stated that if he cannot provide an immediate answer, he will find someone who can. Provost Thomas plans to continue to remain as transparent and open as possible when he becomes WIU president, and he hopes to develop ways to encourage a more open dialogue, such as open forums or town hall-type meetings where University-wide issues can be discussed.

Provost Thomas reported on the status of ongoing administrative searches:

* An offer has been extended to a candidate for the position of Dean of the College of Education and Human Services, but the process has not yet been finalized.
* Candidates have been announced and will be visiting the campuses to interview for the position of Vice President of Administrative Services.
* Provost Thomas is chairing the search committee for Vice President for Student Services, which has narrowed the pool of candidates to four who will be interviewed by phone before invitations are extended for campus visits.

Provost Thomas extended his thanks to Distinguished Faculty Lecturer J.Q. Adams for his lectures on the Macomb and Quad Cities campuses.

The Provost announced that Janna Dietz, Political Science, has won a very competitive and prestigious congressional fellowship which will take place next year. He plans a news release to recognize her accomplishment. Provost Thomas stated that the University appreciates it when individuals achieve greatness, and noted that Faculty Senate should be especially proud since Dr. Dietz recently served as a senator. Provost Thomas expressed his appreciation for all faculty do for Western, particularly in these times of diminished resources. He stated the institution wants students to be successful and wants to be able to provide faculty with everything they need to continue to uphold WIU’s standards and have all that is necessary in their classrooms.

Senator Thompson asked Provost Thomas about the state’s intention to replace Health Alliance as a provider of health care for University employees. Provost Thomas responded that he has been involved in some discussions on this issue, including a conversation with a local hospital representative yesterday, but is not prepared to bring anything forward at this moment. Senator Thompson noted that the removal of Health Alliance concerns faculty. Provost Thomas suggested that individuals talk with the Benefits Office about the future of their Health Alliance coverage.

Senator McNabb asked if any discussions have occurred about moving the deadline date for early warning grades to earlier in the semester. She believes that students take early warning grades very seriously but they often don’t receive them until the ninth week of the semester at which point it can be very difficult for students to make enough positive changes to affect their performances. Senator Pynes remarked it is difficult for him to issue early warning grades because he gives an additional mid-term during the eighth week of classes and does not have a good analysis of grades before that time. He is not a fan of that level of paternalism at this level of education and believes students should be encouraged to maintain their own grades and see their professors as often as possible; if they don’t know their grades in the seventh or eighth week of classes, Senator Pynes does not believe a letter from the University will fix the problem. Senator Anderson asked if early warning grades are shared with advisors; Provost Thomas responded they are shared with advisors who then contact students to request a conference with them regarding steps they may take to improve their grades. Senator Rippey stated she always files early warning grades and has no problem with providing them to students nor with the time period they are provided; her problem is that students often don’t come to her until it is too late to improve their grades. She believes advisors’ communications with students need to be more paternalistic and direct; students are now asking Senator Rippey what they can do to improve their grades, and her answer is that it is too late in the semester. Senator Rippey believes that if WIU is using early warning grades, students need to be encouraged at that moment to meet with faculty and this needs to be explicitly stated.

SGA Student Representative Autumn Greenwood remarked that she has noticed that some instructors don’t calculate their grades by the time early warnings go out, which results in students having an inaccurate assessment of their class statuses. If an early warning grade has not been calculated, she stated students see “NA” for that class, and if students have not calculated their grades themselves they aren’t warned and don’t receive notification that they need to meet with their instructors. In response to a question, she stated that students receive an email and a letter if they are receiving a D or an F in a class; if the grade students are receiving is above a D, they receive an asterisk for that class; and if a professor fails to submit an early warning grade, that class shows an “NA”.

* 1. SGA Report

(Autumn Greenwood, SGA Representative to Faculty Senate)

SGA held its last meeting of the year last week. Next Tuesday SGA will induct its newly elected officers: Tucker Copi, new SGA President, Vice President Kelly Capri, and the new Board of Trustees Representative, Jesse Andrews. Additionally, five new at-large SGA representatives will be inducted.

* 1. Other
     1. Election of Faculty Senate Officers

Senators whose terms expire or who will leave the Senate in fall 2011 – Senators Conover, Erdmann, Hoge, Miczo, Pynes, Rippey, and Szabo – left the table during voting. Chairperson DeVolder’s term also expires in fall 2011; he remained at the table to lead the meeting but did not vote. Incoming senators for fall 2011 – Martin Maskarinec, Barry McCrary, Kat Myers, Jim Rabchuk, Steve Rock, Richard Thurman – took seats at the table for the voting. New senator Ilon Lauer was not present for the voting.

* + - 1. Chair

**Motion:** To nominate Steve Rock for Senate Chair (Singh)

Senator Rock was asked to provide a statement addressing his candidacy. He noted that these are very difficult times in public higher education in general and certainly in Illinois in particular where there is a dysfunctional, essentially bankrupt, state government. Faculty are concerned with their workloads and benefits, while at the same time there are many administrative changes occurring at WIU in the near future. Dr. Rock believes it is very important that the shared governance participated in through Faculty Senate remain sharp and focused. He informed senators that he has served nine previous years on the Senate and has been impressed by the brain power at the table, and he believes that the coming year will be no exception. Dr. Rock said he is optimistic about the future but believes Faculty Senate needs to also be wary and has to be an activist group for faculty.

There were no further nominations for Chair. **Steve Rock was elected Chair** by acclamation.

* + - 1. Vice Chair

**Motion:** To nominate Bill Thompson for Vice Chair (Singh)

**Motion:** To nominate Jennifer McNabb for Vice Chair (Haynes)

Senator Thompson told senators he wishes to continue to serve on Senate as Vice Chair because he brings to the position a strong commitment to give faculty a voice in various decision-making processes. Senator Thompson was the primary author of the resolution to place faculty on the Board of Trustees. He believes that Faculty Senate exists for the welfare of all faculty. He will bring forward to the next Senate meeting a resolution on behalf of the Web Accessibility Committee in support of accessible syllabi. Senator Thompson pointed out that he almost always has questions for the Provost, he is an engaged member of the University community, and he believes Faculty Senate has a role to play in moving things forward and increasing transparency.

Senator McNabb stated that 2010-2011 marks the end of a number of service commitments in which she has been engaged, including serving as Chair of the Graduate Council and on the Honors Council, and she would like to draw on some of these experiences and increase her level of participation on Faculty Senate. Senator McNabb stated that 2011-2012 will be the third of her three-year term, and she would like to close with an increasing level of commitment to the Senate.

The vote by paper ballot resulted in a 10-10 tie. After a brief discussion of ways to resolve the tie, Senator Thompson withdrew from candidacy as Senate Vice Chair. **Senator McNabb was elected Vice Chair**.

* + - 1. Secretary

**Motion:** To nominate Bill Thompson for Senate Secretary (McNabb)

There were no further nominations. **Bill Thompson was elected Secretary** by acclamation.

* + 1. Election of Committee on Committees Representatives
       1. College of Arts and Sciences

**Motion:** To nominate Brian Clark (Thompson)

**Motion:** To nominate Robert Hironimus-Wendt (Werner)

**Motion:** To nominate Jim Rabchuk (Made Gowda)

Dr. Maskarinec asked as a point of procedure if all senators are allowed to vote or only those in the College of Arts and Sciences. Parliamentarian Kaul responded that all senators are allowed to vote for all Committee on Committees representatives. Dr. Maskarinec asked if the results are calculated by majority or plurality. Parliamentarian Kaul responded the process used is majority; Chairperson DeVolder added that plurality is used for membership on the Senate and majority for officers of the Senate. Dr. Maskarinec asked what would occur if the voting resulted in a three-way run-off.

Dr. Rabchuk withdrew his nomination. Senator Hironimus-Wendt was elected as representative of Arts and Sciences.

* + - 1. College of Business and Technology

**Motion:** To nominate Martin Maskarinec (Singh)

**Motion:** To nominate Dave Hunter (Rock)

Dr. Maskarinec was elected to represent Business and Technology on Committee on Committees.

* + - 1. College of Education and Human Services

**Motion:** To nominate Katharine Pawelko (Delany-Barmann)

There were no further nominations. Senator Pawelko was declared elected.

* + - 1. College of Fine Arts and Communication

**Motion:** To nominate Ilon Lauer (Myers)

There were no further nominations. Dr. Lauer was elected by acclamation.

* + - 1. Chair of Committee on Committees

**Motion:** To nominate Martin Maskarinec (Pawelko)

There were no further nominations. Dr. Maskarinec was named Chair.

1. Reports of Committees and Councils
   1. Council for Admission, Graduation, and Academic Standards

(Bill Polley, Chair)

* + 1. Approval of Admissions Standard for Application
       1. Outdoor Leadership Minor

Dr. Polley informed senators that CAGAS approved the request that the proposed Outdoor Leadership minor include a requirement that a student be in good standing with a 2.0 GPA and not on academic warning or probation before applying.

**NO OBJECTIONS**

* + 1. Proposed MATH 099 Policy

CAGAS approved the proposed new policy that “*All freshmen who are placed in MATH 099 are required to pass the course before the start of the second semester of their second year. Transfer students who are placed in MATH 099 are required to pass it during their first year at WIU.*”

According to the documentation, “The proposed policy has been received by the Council of Advisors in principle, and has been unanimously supported by the CAS’s Faculty Council, by the CAS Chairs’ Council, and by the University Teacher Education Committee.”

Senator Hironimus-Wendt stated he likes the idea that students should be continuously enrolled until they are proficient in math, noting that he becomes less proficient in mathematics the more removed he is from its instruction. He asked whether it is true that a student must be continuously enrolled in MATH 099 until he/she passes but will not be dismissed from the University if he/she fails. He noted that the policy states “The mechanism of enforcement (for those placed in MATH 099) would be: A freshman student who has not passed MATH 099 (at WIU or elsewhere) by the beginning of her/his third semester would not be able to register unless MATH 099 is included,” which would seem to indicate continuous enrollment. Mathematics Chair Iraj Kalatari responded that this is not the case. He stated that over 50 percent of freshmen entering WIU need to enroll in MATH 099, but there are not that many seats available per semester. He stated the policy will require freshmen to take MATH 099 in the fall or spring of their first year or, if they do not pass it, in the summer; if by the beginning of a student’s second year they have not passed MATH 099, then he/she must register for it or will not be allowed to move forward at the University. Senator Hironimus-Wendt asked if students would be dropped from the University if they do not pass MATH 099 their third semester. Dr. Kalantari responded that dropping students from the University is too strong language for what will occur. He explained the policy is intended to encourage students to engage seriously in the process and to try to pass the course. Dr. Kalantari’s inclination is to be generous to students who try to pass the course and to give them another chance if they are not successful, but CAGAS would likely be the body to decide what kind of requirements to place on those students. He stated the Department of Mathematics does not wish to be in the position of expelling students, but if Faculty Senate decides that must be the case, they will abide by the decision.

Chairperson DeVolder remarked the enforcement mechanism seems to be the same as that used for the requirement that students take and pass the Alcohol Wise course. Dr. Polley stated that the method of enforcement requiring students to register for MATH 099 before they register for any other courses parallels the method used for ENG 100. Senator Hunter asked if there is a maximum number of times a student can fail a course; Dr. Polley responded there is no maximum set.

Senator Yoder asked whether the large group of students needing MATH 099 would be able to fit into the course every semester. Dr. Kalantari responded the department will be able to seat them according to the calculations he has prepared. Dr. Kalantari has discussed the issue with the deans, associate deans, and chairs of his college, as well as with the Provost. He has requested the University consider providing more resources to the Department of Mathematics so that they can offer the course in an even better climate. Currently, MATH 099 is offered in large lectures of over 300 students; students meet with professors two to three times a week in smaller numbers. Dr. Kalantari does not anticipate that the numbers of students coming out of high schools needing MATH 099 will change any time soon. He stated that mathematicians are baffled by the fact that over 50 percent of incoming freshmen need this course, and he does not think the problem will be easily solved. Dr. Kalantari stated that a recently-developed movement called Core Curriculum Basics goes into effect in 2013 for Illinois schools, so there is hope that by 2018 the rate may be less dramatic; he stated, however, that movements like this one have been tried before, so he is not overly optimistic. He added that the problem of underprepared students does not just occur in mathematics; it is a huge problem.

Senator Rippey stated that she is confident resources will follow a change in the MATH 099 policy. She stated that this has been an issue at WIU for 15 years, and the difference the similar policy made for ENG 100 was significant. Senator Rippey believes that even if students are underprepared in high school for college-level mathematics, pushing them to take math soon after high school will probably make a different in their success rates, so she supports the Faculty Senate endorsing the policy and is confident the University will do what it takes to make it work.

Senator Pynes expressed his agreement with Senator Rippey. He suggested the University could consider offering early enrollment in MATH 099 to increase summer enrollment because there will be a lot of students that need to take it. Dr. Kalantari agreed this would be a good idea. He stated there is a perceived stigma associated with taking MATH 099 because students think they already know the material, yet they take the placement test and are placed in this course, whose early material seems very familiar, reinforcing their perception that they know it already. He stated that, should students be willing to spend a few weeks at WIU in the summer, the Department of Mathematics is willing to come up with the staffing to offer MATH 099 but reiterated that negotiations are ongoing regarding resources to support this possibility.

**NO OBJECTIONS**

* 1. Council for Curricular Programs and Instruction

(Jim LaPrad, Chair)

* + 1. Requests for New Courses

Senator Singh asked if B.1.a. through B.1.e. could be considered as a block by exceptions.

**NO OBJECTIONS**

* + - 1. BC 201/301; 203/303; 204/304; 205/305; 206/306; 207/307, Applied Studies Announcing (Practica), 1 s.h. per semester, repeatable to a maximum of 10 semesters
      2. BC 208/308; 209/309, Applied Studies Radio Studio (Practica), 1 s.h. per semester, repeatable to a maximum of 10 semesters
      3. BC 211/311; 213/313; 214/314; 215/315; 216/316; 217/317, Applied Studies Sports Production (Practica), 1 s.h. per semester, repeatable to 10 semesters
      4. BC 218/318, Applied Studies Interactive Sports Production (Practica), 1 s.h. per semester, repeatable to a maximum of 10 semesters
      5. BC 219/319, Applied Studies Sports Reporting (Practica), 1 s.h. per semester, repeatable to a maximum of 10 semesters

Senator McNabb noted that the five BC course are repeatable to a maximum of ten semesters; she asked why that number was chosen. Broadcasting Chair Sharon Evans replied the department wishes to let students take multiple hours of these courses to give them multiple experiences announcing or working production for different sports. She stated the courses were modeled after those in the School of Music; students looking through the undergraduate catalog will be able to see a list of all the different Broadcasting options in order to show the breadth and opportunities in the major.

Senator Hironimus-Wendt asked about the distinction between sophomore and freshmen level credit and whether there are different expectations for the 200-level and 300-level courses. Dr. LaPrad responded that students are introduced to the tasks at the freshman level and are given more responsibilities at the sophomore level.

* + - 1. CSTM 132, Construction Laboratory, 2 s.h.
      2. CSTM 440, Green & Sustainable Construction, 3 s.h.

Senator Rippey asked if completion of the course would result in students receiving Leadership in Energy and Environmental Design (LEED) certification. Engineering Technology Chair Ray Diez responded upon completion students would be eligible to sit for the exam, but they must register for it and take it outside of the University. He added that three or four students enroll in the 492 independent study every semester, and one of the requirements to pass that course is to also pass the LEAD exam.

* + - 1. ECON 471, International Monetary Economics, 3 s.h.
      2. ENGR 220, Computational Methods for Engineers, 3 s.h.

Senator Haynes noted three typos on pg. 2 of the request; those will be corrected before the proposal goes forward.

* + - 1. ENGR 453, Geotechnical Design, 3 s.h.
      2. ENGR 460, Steel Design, 3 s.h.
      3. ENGR 461, Concrete Design, 3 s.h.
      4. MET 320, Professional Preparation in Engineering Technology, 2 s.h.
      5. FCS 463, Casino Operations, 3 s.h.

A semicolon will be added to the prerequisites to make them clearly reflect that students must take FCS 150; FCS 353 or RPTA 322 or RPTA 323 prior to FCS 463.

* + - 1. POLS 306, Politics and Game Theory, 3 s.h.

**NEW COURSES APPROVED**

* + 1. Requests for Changes of Majors
       1. Broadcasting
       2. Engineering

**CHANGES OF MAJOR APPROVED**

* + 1. Requests for Changes of Minors
       1. English
       2. Functional Morphology and Evolutionary Anatomy

**CHANGES OF MINOR APPROVED**

* + 1. Request for New Minor
       1. Outdoor Leadership

Senator Pynes questioned the second criterion for application into the Environmental Conservation Outdoor Education Expedition (ECOEE), “Students who have Outdoor Leadership as their minor.” Senator Hironimus-Wendt agreed that the prerequisites for application for the minor, including the criteria for the ECOEE program, seem circular in definition. Dr. LaPrad explained that five of the courses for the minor take place during the travel semester, which explains why the application process needs to be clearly defined. Senator Hironimus-Wendt remarked that three or four of the criteria for application seem more like preferences than requirements, such as a preference for upperclassmen and for those who enjoy working outdoors. He thinks the request for new minor is awkwardly constructed and could be reworked better. He stated, however, that he will not object to the minor or require that it be sent back to CCPI.

Recreation, Park and Tourism Administration Chair Dale Adkins stated that several discussions were held about the new minor. Jeff Tindall is the faculty coordinator of the program and travels with the students. Dr. Adkins stated the application process requires that students have to be in good physical health; physicians must verify that students are capable of cross-country travel and all that is involved with the trip. He stated that the request for new minor has morphed as he has worked with CCPI and with Vicki Nicholson in the Provost’s office; an attempt at clarity was made so that students and academic advisors will understand what is involved with the minor. Dr. Adkins said he will be glad to work under Dr. LaPrad’s leadership to help clear up any pieces that seem unclear because the department wants students to knowingly register for the minor in order to avoid any snafus or misrepresentations.

Senator Hunter asked how students will demonstrate criteria #4, a “demonstrated interest in working, living, and learning in the outdoors,” and whether students would need to submit letters of verification. Dr. Tindall responded that part of the application process for the ECOEE program includes Wilderness Education Association training; part of their risk management policy requires verification of how much students have been in the field. Dr. LaPrad stated this can involve students relating if they have worked in camps, been climbing, participated on canoe trips, and similar experiences. Senator Hunter asked if this is similar to a counselor application. Dr. Tindall stated that the verification is required not only for the Wilderness Education Association program but when RPTA takes students into the woods at any time so that they know are taking those that have already had experience rather than those students that just want to get off campus. Senator Hunter suggested that the request for new minor note that there is a form that will need to be filled out to provide verification for criteria #4. Dr. Adkins stated that the relevant website could be cited as a parenthetical informational item. He stressed that CCPI wanted students to be very aware of what they were signing up for, but agreed that some parts of the request could be made more clear.

**NEW MINOR APPROVED**

* + 1. Request for New Option
       1. Pharmacy

**NEW OPTION APPROVED**

* 1. Council for International Education

(Charles Malone, Vice Chair/Secretary)

* + 1. Requests for Discipline-Specific Global Issues Designations
       1. POLS 322, Political Systems of Europe, 3 s.h.

Senator McNabb noted that the request speaks primarily about interactions between Europe and the United States. Political Science Interim Chair Keith Boeckelman confirmed that most of the focus of the course is on the U.S. and Europe.

* + - 1. POLS 465, Genocide in Our Time, 3 s.h.
      2. RPTA 462, International Tourism, 3 s.h.

Senator McNabb noted that Weeks 10-14 of the course syllabus emphasize non-Western international tourism issues but wondered if the early weeks of the course will also address the U.S. and the larger world. Dr. Adkins stated that throughout the semester the course will examine the depth and various elements of international tourism. Senator McNabb reiterated that only the last third of the course seems to concentrate on global tourism and asked for verification that there will be considerable discussion throughout the semester; Dr. Adkins verified that this is correct.

* + - 1. SSED 495, Teaching with a Global Perspective, 3 s.h.

**GLOBAL ISSUES DESIGNATIONS APPROVED**

* 1. Committee on Committees

(Gloria Delany-Barmann, Chair)

* + 1. Annual Report

Committee on Committees presented their recommendations to fill 84 vacancies on councils and committees for fall 2011; two vacancies remain to be filled. This year 204 responses were received to the online survey. As there were no further nominations from the floor, the slate of candidates recommended by CoC were appointed to their respective positions.

1. Old Business
   1. Committee on Committees Bylaws Amendment
      1. Second Reading and Vote

Senator Hironimus-Wendt stated that, after discussion at the previous Senate meeting, Committee on Committees agreed that a name change to Nominations Committee or Committee on Nominations, rather than Nominating Committee, would be acceptable if desired by the Senate. He asked if it is acceptable to vote on the amendment today according to the Senate Bylaws; a question was raised at the previous special Senate meeting on April 5 as to whether two weeks are required between first reading and vote. It was determined that the vote is allowable since the Bylaws state that “The Senate shall act on the proposed amendment at the next regular meeting following the one at which the amendment was presented.”

Parliamentarian Kaul remarked that nominating committee is standard wording for these types of committees; every organization to which he belongs includes a nominating committee rather than a committee on nominations, and he does not see any reason to change from the original proposal to change the name of Committee on Committees to Faculty Senate Nominating Committee.

**AMENDEMENT APPROVED 21 YES – 0 NO – 0 AB**

1. New Business
   1. Revisions to BOT Regulations for Tenure and Promotion of Assistant and Associate Deans and Vice Presidents

**Motion:** To reorder the agenda to put the discussion of the BOT Regulations as item A. under VI. Executive Session and to move the report on the President’s and Provost’s evaluations to item VI.B. (Pynes/Hironimus-Wendt)

Senator Erdmann asked why this discussion needs to be held in executive session. Senator Pynes responded that since the conversation is to be about tenure and promotion, which is typically reserved for faculty, he would think Faculty Senate would wish to have a frank discussion without the presence of audience members. Senator Thompson remarked he would think these kinds of discussions would benefit by being as open as possible, especially when they pertain to retention, tenure and promotion. Senator Erdmann expressed his agreement, noting that those in the audience might have comments that may be valuable. Senator Pynes pointed out that minutes will be released so it will be possible for others to know what is said. Chairperson DeVolder clarified that minutes will be released when there is no perceived need for confidentiality and after a vote to make them public; the executive session minutes are not released automatically. Associate Provost Hawkinson told senators that he was going to provide some context as to why the resolution was brought before the Board of Trustees; he stated that if there is some way he can do so, he would be glad to leave with everyone else immediately afterward but would like for senators to understand why this resolution went forward. Senator Rippey pointed out that there is an explanation at the beginning of the document explaining the process by which it was brought forward. Chairperson DeVolder remarked that if the decision is made to move the discussion to executive session, Faculty Senate could consider allowing Associate Provost Hawkinson to speak beforehand.

**MOTION APPROVED 11 YES – 9 NO – 0 AB**

**Motion:** To allow Associate Provost Hawkinson to provide context before going into executive session (Singh/Hironimus-Wendt)

**NO OBJECTIONS**

Associate Provost Hawkinson told senators the context for the change is that in the past associate/assistant deans and associate/assistant provosts were largely hired as a result of internal searches, but WIU has increasingly been conducting external searches. He stated that the Office of Equal Opportunity and Access encourages the University to conduct external searches in order to bring greater diversity and talent from diverse groups into the institution. Associate Provost Hawkinson stated that giving tenure/promotion to associate/assistant deans and provosts who have been hired from outside WIU without tenure can act as a recruiting tool. He believes that very few talented individuals would come to WIU without the opportunity for tenure and promotion and noted that they would need to meet the same requirements for teaching, scholarly professional activities and service as department chairs. He explained that the College Personnel Committees and the University Personnel Committee currently review application portfolios from a vast array of disciplines and backgrounds with different departmental criteria and primary duties. Associate Provost Hawkinson believes that faculty are now very able to make these kinds of judgments since they currently evaluate those department chairs that are hired into the University without tenure.

Senator Hunter asked, for clarification, about the composition of the evaluating committee for an associate or assistant provost, whether Associate Provost Hawkinson envisions UPC evaluating the portfolio documents or an ad hoc committee. Associate Provost Hawkinson responded that policy states that tenure can only be granted within a department; it also states that prior approval of the dean must be obtained before an individual can even start upon this track, so the dean would make sure the individual has the proper credentials to begin the process. He used the example of a school district superintendent with a great deal of experience in teacher education, secondary education, and education law who retires as superintendent, has a Ph.D., and applies for the position of assistant dean working with NCATE accreditation. Associate Provost Hawkinson believes it is unlikely WIU would be able to recruit this type of individual if he/she had no opportunity for tenure and promotion. He added this also applies to talented young professionals who WIU may wish to draw to the institution.

Senator Rippey asked if the answer to Senator Hunter’s question would be that the committee would be formed by the individual’s specific discipline; Associate Provost Hawkinson confirmed this is correct. Senator Thompson noted that typically the process for retention/promotion/tenure works pretty well, but sometimes there are issues. He asked who would represent an administrator, who would not be in the bargaining unit, were he/she to feel something was amiss in the process,. Associate Provost Hawkinson responded that all of the positions would fall under the BOT Regulations, but essentially there is no grievance officer for chairs and deans so there would basically be no grievance process.

Senator Werner asked if background research has been performed as to how many institutions are offering this for these positions and how widespread the practice. Associate Provost Hawkinson replied that the only evidence he has is anecdotal; he has not done any research on other institutions but he thinks it is a common practice because of his review of current job ads for associate and assistant provosts. He believes it is unlikely that individuals would go into a career at another institution without that opportunity for tenure; he noted that there are now many people early in their careers who are applying for assistant/associate dean and provost positions.

Senator Erdmann asked what the problems would be for WIU offering positions to senior administrators without tying tenure into the offers. Associate Provost Hawkinson responded that has happened a few times when hiring new chairs without any tenure but with a great deal of experience in the public or government sectors, but they came into the University without the job security of tenure. He stated these hires come in under a contract, and the BOT governs that contract. Senator Rippey noted that former Provost Witthuhn never had tenure; at that time WIU was not allowed to offer tenure to those who came into the University as administrators instead of with faculty rank, and Provost Witthuhn held rank in Geography but did not have tenure. She related that offering tenure to provosts began during President Goldfarb’s term with former Provost Rallo.

Parliamentarian Kaul asked what would happen if a particular administrator was not granted tenure or promotion because the Departmental Personnel Committee does not believe the individual meets the criteria. Senator Rippey clarified that tenure is not awarded by departments; it is awarded by the BOT, and promotion is awarded by the president. Associate Provost Hawkinson pointed out that the administrator would still be working under the contract by which he/she was hired; if the administrator was turned down for tenure, he/she would be given a terminal contract per the Regulations, so new administrators would have to decide if they wish to begin this process. He anticipates the request to begin the tenure process will happen very early in a new administrator’s career and thinks most will be eligible because they would have been tenured had they been hired elsewhere.

Senator Hunter remarked that persons in administrative roles may have a difficult time meeting the departmental criteria which must be followed by DPCs. Associate Provost Hawkinson responded that the scholarly and professional service requirements would match those for chairs; administrators would have to publish just as faculty do, but the contract does allow for the teaching criteria to include “teaching or primary duties.” He noted that some faculty currently do very little teaching because their primary duties are administering various special programs.

Chairperson DeVolder noted that the dialogue had drifted into topics that would be more appropriately discussed in executive session. He asked that senators ask any remaining questions of Associate Provost Hawkinson before moving to executive session.

The Faculty Senate adjourned to executive session in the Union Board Room at 5:50 p.m.

Lynda Conover, Senate Secretary

Annette Hamm, Faculty Senate Recording Secretary