

# FACULTY SENATE EXECUTIVE COMMITTEE

Tuesday, 29 October 2024  
4:00 p.m. – Via Zoom

## ACTION MINUTES

**MEMBERS PRESENT:** Jeremy Robinett, Chair; Ben Brewer, Vice Chair

**ALSO PRESENT:** Mark Mossman, Interim Provost; Krista Bowers Sharpe, Parliamentarian; Annette Hamm, Faculty Senate Office Manager

**GUESTS:** Craig Conrad, Dean, College of Business and Technology; Tara Feld, Associate Dean, College of Business and Technology; Kristi Mindrup, Interim President; Ed Woell, History

1. *Proposed merger of the School of Management and Marketing with the School of Accounting, Finance, Economics and Decision Sciences*

Chair Robinett commended Dean Conrad and Associate Dean Feld for submitting documents that are very thorough and followed the outlined procedures. Dean Conrad told ExCo that there is no director or support staff for the School of Management and Marketing, and with reductions in faculty these two units will make one decent-sized school. Dean Conrad is retiring at the end of the month and remarked that it is a sad thing that as his final act he is proposing making the entire fourth floor Stipes Hall business offices collapse into one school, but for operational efficiency it needs to happen. He stated that once approved, the new school will work on curriculum efficiencies.

Dean Conrad stated the administration was made aware of this proposal in August, and faculty in the two schools voted almost unanimously for the merger, with only one vote against. He pointed out that Associate Dean Feld, who will be serving as Interim Dean after Dean Conrad's retirement, signed the documents as well as him so there could be no question after he leaves WIU that they are valid or that the proposal was only one dean's opinion.

Associate Dean Feld told ExCo the College expects to maintain a Bachelor of Business in Accounting and a Bachelor of Business in Business Administration with options in all of the areas in the two schools, so there is no reason they should not be a single unit so that all their faculty can collectively operate as one. Dean Conrad remarked that their departmental criteria and DWEs are almost perfectly aligned, which was needed for AACSB accreditation.

2. *Update from Interim Provost Mossman*

Interim Provost Mossman related that he just came from a meeting with the School of Music and met with the Department of Chemistry yesterday as part of his efforts to meet with all of the schools and departments within Academic Affairs. He is about halfway done with those meetings, which he thinks have been very productive. He related that individuals had lots of questions, and he was able to provide larger explanations for the various budget issues. He recognizes that everyone wants to know where the university is now financially, which is a very complicated answer. He added that the conversation with the School of Communication and Media lasted for an hour and a half.

Chair Robinett asked if Interim Provost Mossman is hearing similar questions across the academic disciplines; Interim Provost Mossman replied affirmatively. He noted that almost every area asks about the state of the budget, where it stands and where it will be in future. He said the answer to these questions involves explaining how WIU got to the place it is today, going back through 15 years of being underfunded by at least 40 percent, which is why the funding formula legislation is so important. He added this usually leads to a pretty detailed and good discussion on the situation the budget is in. Chair Robinett asked if other meetings are planned for the year, including into the spring. Interim Provost Mossman responded he has about two scheduled per week, and they do go into the first part of the semester.

Chair Robinett asked if there was any new information that could be shared about the Academic Program Elimination Review (APER) process. Interim Provost Mossman responded that the process was initiated

by an email on which Chair Robinett and Interim President Mindrup were copied. He stated that the College of Fine Arts and Communication is the last seat to be filled; once the committee is fully seated, a meeting will be scheduled, hopefully for the first week of November, to begin the work. He hopes that within 30 days the committee's review of programs will be completed. Chair Robinett confirmed that faculty from all the designated areas except for COFAC have been elected; two faculty members brought forth valid petitions for the COFAC seat. He added that one additional faculty member submitted a petition for that seat, but Chair Robinett consulted with Interim Associate Provost Holly Nikels who confirmed that faculty are not allowed to serve on committees while they are on sabbatical. He stated that COFAC Unit A faculty have until 5:00 tomorrow night (Wednesday, October 30) to submit any additional petitions, after which a ballot will be emailed; following protocols, the election is expected to be completed by the end of the day on Monday, November 4.

Chair Robinett asked if there are any legislative updates; Interim Provost Mossman replied there are none that he is aware of. Interim Provost Mossman related that he and Interim President Mindrup met with UPI leadership and their legislative liaison, as well as with Zach Messersmith, WIU's Director of Governmental Relations, to complete a detailed evaluation of the Quad Cities Innovation Campus proposal. He said there was positive energy between the groups toward working together to lobby and do whatever else they can do to obtain additional funding for the institution. He pointed out that the Quad Cities campus was essentially an unfunded mandate for which the university had to absorb operational costs of approximately \$7 million per year. He noted that UPI's reach is a little further across the state, and Quad Cities legislators Mike Halpin and Greg Johnson has indicated their support for Innovation Campus funding, so he thinks there is some traction and positive energy.

### 3. *Committee to Assess Presidential Appointment – Faculty Survey*

Chair Robinett related that, given the specific charge from Trustee Wise with one question that must be asked of all constituent groups, he has held conversations with faculty members across the campus about what additional questions they wanted to see. He said the Google survey was distributed on Monday, October 28, and 95 faculty members have currently responded. He will email a reminder on Monday, November 1, and faculty will be given until the end of the day on Tuesday, November 5 to submit their surveys. Chair Robinett will begin analyzing the narrative comments in order to have a report prepared for the Faculty Senate meeting on November 12. He stated that the answer to the question required by the Board of Trustees (BOT) will be submitted to the Board by November 15 on the jotform they provided; the BOT will also be provided with the narrative report.

Ms. Hamm asked if the only parts of the survey that will be provided to the BOT will be the answer to the required question and the narrative summary of the comments. Chair Robinett replied that all of the survey results will be provided to them and made public. He clarified that the BOT asked one specific question, and they wanted the number of yes/no responses to this question, the number of surveys sent out, and the number of surveys returned. He added they created a jotform on which the response to that specific information will be submitted. Chair Robinett worked with Colin Harbke, a recognized research methodologist in the Department of Psychology, to create a survey that addressed many of the questions the Board alluded to at their BOT retreat as well as additional questions emerging from conversations with faculty. He said the various constituencies were told to survey their constituents in whatever way they chose; UPI, the Civil Service Employees' Council, and the Council for Administrative Personnel have submitted surveys to their constituents. He said the BOT has publicly stated that they want diverse opinions to be heard, which is why Faculty Senate facilitated open-ended questions so that faculty members can nuance their thoughts and the reasons they have for the decisions they are making in their responses. He added that for the report to Faculty Senate on the 12<sup>th</sup>, he and Dr. Harbke will theme or code the comments and choose exemplars so that they can be organized into the ones that are most commonly occurring.

### 4. *Interim President Kristi Mindrup*

Interim President Mindrup told ExCo the administration is working on alignment with state initiatives and advocating for state support for higher education. She and Mr. Messersmith have been participating for the past month and a half in negotiations on behalf of the equitable funding formula. She related they have had very productive conversations with colleagues and presidents across the universities, as well as with Kimberly Lightford, who is a WIU alum, and Carol Amons, both of whom have been advocating for adoption

of the formula, which would more equally fund higher education across the state. She pointed out that while the University of Illinois is adequately funded at around 92 percent, WIU receives about 60 percent. Interim President Mindrup is getting the sense that WIU's challenges over the past few months have added momentum to discussions of the state of higher education in Illinois. She stated that WIU continues to spread the word within spheres of influence that this funding formula represents a great opportunity for the university and institutions like ours. She hopes there will be potentially some movement on it in November, but it will more likely occur in the spring as discussions begin regarding next year's state appropriations.

Chair Robinett remarked that Amy Carr, WIU's representative to the Illinois Board of Higher Education (IBHE) Faculty Advisory Council (FAC), has been doing a good job of sharing information from the FAC related to the equitable funding formula. He knows that some other universities have hosted the Coalition for Transforming Higher Education Funding and wonders if WIU will be hosting any sessions related to this. Interim President Mindrup replied she is not sure; the sessions so far have been held mostly in the Chicago area with a recent one being held in Springfield as the legislators get ready for those activities. She thinks there could be a conversation about this through Dr. Carr's connections to see whether there might be the opportunity to bring this to Macomb. Chair Robinett observed that the coalition is meeting on the University of Illinois Champaign-Urbana campus on November 14, and they have also met at Northern Illinois University. Interim President Mindrup said she is open to having those dialogues, and if they are specific to the committee that Dr. Carr is on she might be able to initiate something that Interim President Mindrup could build on. Interim Provost Mossman remarked that he thought WIU hosted a session last spring. Interim President Mindrup said she will reach out to Mr. Messersmith to see what is possible from his perspective.

Interim President Mindrup related that all institutions across the state participated in the IBHE's Big Picture Day. She said equity, student access, and retention were one of the primary focus areas for the IBHE; WIU representatives were able to talk about the university's equity plan and closing equity gaps, as well as initiatives focused on collaboration between Academic Affairs and Student Success. Interim President Mindrup related that, unusually, the IBHE engaged in a deep dive into the financial projection for each institution in response to the financial picture for WIU and other institutions. She said this touched on equitable funding but was mostly about what institutions will need to balance and sustain their budgets into the next fiscal year. She said that conversation and those plans help generate the planning that happens at IBHE and their recommendations to the Governor's Office. Interim President Mindrup thinks that she and Interim Provost Mossman made a really solid case and were able to show the impact of WIU's funding as well as the trajectory that the university has experienced the past few years related to enrollment. She told ExCo the two tried to paint a solid picture of the work that has been done to financially stabilize the university and what they are hoping for in terms of support related to the administration's initiatives and priorities. Interim President Mindrup asserted that WIU enjoys a great deal of support from the IBHE and its Executive Director, Ginger Ostro; they have been a wonderful resource and helped the administration navigate the most challenging months this past summer as well as issues related to FAFSA early this fall. She stated that because of their partnership, Dr. Ostro has some insight into the university's financial situation; she thinks this, along with a thorough presentation about WIU's financial picture, should position the university to turn things around financially, whether through equitable funding or through the state of Illinois recognizing that higher education needs attention and investment. Interim President Mindrup added that she and Interim Provost Mossman have made that case in a couple of spaces.

Chair Robinett remarked that it is great to hear about presentations being made in Springfield and about anything which might bring financial resources to WIU. He asked if this information is posted somewhere so that people can become more informed about what is happening in this area. Interim President Mindrup pointed out that Ketra Roselieb, Vice President for Finance and Administration, shared the university's financial picture with Faculty Senate at the beginning of the semester. Chair Robinett added that Vice President Roselieb will also meet with the Budget Transparency Committee about financial issues on November 8. Interim President Mindrup told ExCo that the data Vice President Roselieb will share with the BTC is identical to the data shared in the presentation to the IBHE; it shows the university's financial picture and institutional strategies that have been taken to address it. She thinks presenting to smaller groups is helpful when proving detailed information; she noted that podcasts have also been considered as possibility for getting information out more broadly as well as sharing information with stakeholder groups. She welcomes ideas about how to get information out to the campus community. Chair Robinett stressed that the more that information can be distributed, the better it will be.

Interim Provost Mossman remarked that the Big Picture is an annual meeting with the IBHE; historically, they also provide the institutions with information. He recalled that last year the IBHE talked to WIU representatives about WIU's Latinx female student retention rate compared to other institutions across the state. Chair Robinett asked if institutions were provided with their presentations to share. Interim Provost Mossman replied the presentations are all on the IBHE website. Interim President Mindrup suggested that Chair Robinett can talk to Mr. Messersmith if he wants to obtain a copy of it. Chair Robinett thinks this would be helpful to have as senators read through the ExCo minutes so that they can be informed about what is being said about the institution.

Interim President Mindrup acknowledged the administration is focused on financial stabilization, the institutional priorities of aligning academic programs with workforce demand and other programmatic issues, and building support for concepts that will generate revenue for WIU. She asked if Interim Provost Mossman has already made a presentation to Faculty Senate about the Quad Cities Innovation Campus; Interim Provost Mossman replied he has not yet, although it has been making the rounds. He plans to present it to the Senate on December 3. Interim President Mindrup said she and Interim Provost Mossman are happy to share any information about that earlier as well if desired. She stated that even though "Quad Cities" is in the name of the Innovation Campus, it is just a geographic designation; the Innovation Campus is designed to be a hub of access to the entire university. She explained the concept grew out of the administration's understanding of state of Illinois priorities and some of the work that has been done to identify what the state would support as far as additional funding for WIU; efforts were made to identify those areas where WIU can contribute programmatically on both campuses to Thrive Illinois and the Thrive Quad Cities Initiative. She said this concept, which will be shared with Faculty Senate and many other groups, is being spearheaded by Interim Provost Mossman; Christopher Merrett, Dean for Innovation and Economic Development; and Audrey Adamson, Executive Director of Outreach and Quad Cities Operations who, along with their staffs, have been working to get the word out about the concept internally as well as externally.

Interim President Mindrup emphasized the Innovation Campus concept is something the administration feels has great potential to generate funding support for WIU to the tune of about \$7.2 million in initial operating costs. She stated that this will be a Quad Cities Innovation Campus as well as a campus destination, and the amount of funds would be an investment both in the structure that is presently there and the future innovation that will happen there. She added that this will minimize the financial pull that the Quad Cities campus has on the institution because it has never been fully funded by the state; even though they were so generous with the support of the building itself, the state has never provided operational support. Interim President Mindrup recognizes that the perceived push and pull between the Macomb and Quad Cities campuses is a real thing; she believes that if support can be obtained from legislators and community leaders to support the Quad Cities Innovation Campus, which the administration believes potentially will come, then there is an opportunity to establish it as a space that can actually generate revenue for the institution. She stated this support could come through strategic partnership with industry, institutional partnerships, such as the Quad Cities Manufacturing Institute, or degree programs which are known to be in high demand, such as healthcare, engineering, and education. She thinks this will position WIU much better to be able to use the Quads Cities Innovation Campus as a hub for the entire institution and as a billboard for WIU in a high population area. She believes this will make good on the promise to that region that WIU can deliver and will demonstrate to legislators that WIU truly is a regional institution in multiple locations with impact across the region, regardless of where people come to it or where alumni or students are working. Interim President Mindrup is excited about this as a concept that also feeds into multiple priorities of the institution.

Interim President Mindrup stated another area of focus for the IBHE concerned advocacy. Administrators were able to make a presentation on this to this to Senator Halpin and will be meeting with the Quad Cities Chamber on Friday, November 1. She said administrators have engaged in preliminary conversations with the Chamber, whose members are very excited about the initiative and will be able to support WIU's advocacy with legislators and others to leverage the university's influence. She said this is tied to utilizing the geography of the campus in ways it has not be utilized before to strategically advantage the entire institution. She emphasized that the Innovation Campus itself, through its relationship with the Illinois Institute for Rural Affairs, is also a space to begin to think about the way that we can strategically align the Macomb campus to the needs of communities, such as for education and healthcare. She said these are areas with growth possibilities for the university because there is demand in the field, student interest, and political and community support for these kinds of initiatives; this is a strategy for financial sustainability, whether

through special grants from the state of Illinois or through donations of alumni. Interim President Mindrup stated that while these particular programs appeal to those areas, that does not mean that not mean there will be a lack of focus on other programs across the university. She explained it just means that when funding is received for the high demand areas of innovation, growth, and change for the university, it will begin to take the pressure off of some of those other areas that the university will continue to deliver but which are not as traditionally revenue generating as others. She stressed it is important with these changes to make sure the university remains programmatically efficient and sustainable.

Chair Robinett asked if the \$7.2 million would be received through state appropriations. Interim President Mindrup replied it represents an “ask” for an annual \$7.2 million to be infused into the university’s total state appropriation on an annual basis to acknowledge the fact that WIU has a Quad Cities campus that requires state investment. Chair Robinett asked if the \$7.2 million would cover the expenditures anticipated for the Quad Cities Innovation Campus or whether more funding would be needed for that. Interim President Mindrup responded that the \$7.2 million should cover the initial investment, but further investment is expected through some of the partnerships and opportunities that will result from this. She said there could be revenues resulting from using the Quad Cities campus as a university innovation hub model and inviting other institutions to offer degree programs, engage in partnerships, or use incubation spaces; WIU would generate revenue by the involvement of other institutions on the campus.

Interim Provost Mossman remarked the \$7.2 million ask would cover the initial start for the Innovation Campus. He thinks there is a good foundation for this because the university already has the buildings and the campus; it also is situated in the Corn Belt and includes an Early Childhood Center. He said that several programs will be allowed to operate for free because WIU has existing partnerships with them, but the plan is to use a University Park model and charge them rents for space usage. He said this idea came from Bill King, an engineering professor at the University of Illinois, who recommends building public and private spaces to generate funds and has done this in several areas.

Interim Provost Mossman told ExCo that WIU has a problem finding minority vendors, but the Innovation Campus can be used to develop smaller and mid-sized minority-owned businesses by setting up what Dr. King calls “maker space” for them on the campus. He added this will eventually link to a procurement model. Interim Provost Mossman believes there are a lot of different ways the institution can start to generate revenue while simultaneously being an engine for economic development. He stated the long-term, 10.5-year goal is for the Innovation Campus to be a hub and space where a lot of public and private innovation activities go on. He noted that the University of Iowa and the University of Illinois have great interest in working with the Innovation Campus and the Rock Island Arsenal. He explained they are interested in doing research engineering involving the Arsenal and Department of Defense grants and contracts; WIU’s role is to facilitate this in alignment with the community’s needs. Interim Provost Mossman stressed that WIU needs to help the Quad Cities Chamber develop industry in the western Illinois region, for example by encouraging shared partnerships with other institutions to create a set of programs that align directly with community needs for healthcare. He noted that this means working with community colleges, with private four-year institutions like Ambrose and Augustana Colleges, and with four-year public institutions such as Iowa State and the University of Illinois. He added that WIU is at the very beginning of this initiative.

Chair Robinett said one question he is often asked is if this indicates that WIU is making an academic retreat from the Quad Cities campus. He asked if the campus will go back to the way it once was where students used it to finish certain programs academically. Interim Provost Mossman clarified that academic offerings will be expanded on the Quad Cities campus, but they will be directly aligned with community needs, which constitutes a serious paradigm shift. He explained the former model was of a branch campus which replicated a lot of the current offerings on the residential campus, but that model collapsed, especially after Covid. He noted that Northern Illinois University recently closed its branch campus; WIU does not plan to close its branch campus but instead plans to reinvent the idea of the campus so that it really does align with pre-professional programming and those kinds of things that are directly related to community needs for workforce development, which for the past 25 years has been a core mission of the institution. He pointed out that WIU started as a “normal school,” so access to higher education includes WIU’s whole portfolio of academic programs that connect with the community.

Interim President Mindrup agrees this is definitely the direction the Quad Cities campus is headed. She has

noticed that WIU's departments, for the most part since the pandemic, have retreated from the Quad Cities campus. She explained that if Program A had previously been 100 percent completable in person on the Quad Cities campus but has now decreased to 25 percent on-campus and the rest online, the resources are not available to infuse and revitalize that program at this point. She believes that, rather than retreat entirely from the Quad Cities campus, this is an opportunity to see a silver lining. She acknowledged that difficult decisions had to be made, and there are certain areas that the university can no longer invest in because they do not have potential, as seen by student demand and continued decreases in enrollment in the Quad Cities as a result. Interim President Mindrup said the administration wants to acknowledge where things stand with the Quad Cities campus, which includes understanding that the key programs going forward will be Engineering, Education, Counseling, healthcare, and possibly a couple others that the administration is looking at closely. She said these are the programs WIU will focus on in the Quad Cities; there will be some General Education courses offered on the Quad Cities campus to support these programs, but overall students have usually chosen to take their Gen Ed courses at a community college, on the WIU Macomb campus, or at another institution online. Interim President Mindrup told ExCo that much of what is being done in the Quad Cities is simply acknowledging what is already happening and trying to turn it in a way that is strategic and growth-focused rather than maintaining the past.

Chair Robinett asked if Quad Cities faculty have been involved in some of these processes and if the administration has had the same level of communication and engagement with them as is currently being outlined for ExCo. Interim President Mindrup replied that is a work in progress. She and Interim Provost Mossman have both had conversations with Quad Cities faculty, and she thinks they have conveyed most of this information to them. She added that departments and schools have been asked to deliver this message as well. She told ExCo the administration has been working on this for a few months, and the process has sometimes bumped along, but there are certainly always opportunities to continue the conversation. She stressed, however, that these conversations need to be forward-focused and growth-focused and less focused on addressing making Program A fully completable when it has not been historically. She believes that there can be reflection on where WIU has been but also believes conversations needs to be focused on the future; even the \$7.2 million will be forward focused and is not an attempt to fund what has been already tried and found not to be successful. She stated that with the changes made to personnel, both on the faculty and the staff side, the focus will be on funding the core operations and the people who will continue to serve on the Quad Cities campus as well as on program growth and development moving forward. Interim Provost Mossman added that he has been trying to meet with every department/school and stakeholder that he can to answer questions and be as transparent as possible.

Interim President Mindrup concluded that these are the areas of the university's "Big Picture" focus right now as the administration is engaged in repositioning the institution while building on the structural changes and fixes they have put in place to move WIU forward. She believes it is important that people understand the administration is dedicated to making sure the university's resources are there so that the institution does not have to continue to struggle financially. She said the administration is engaging in a lot of positive conversations with legislators, community leaders, and others who are interested in helping to turn WIU around. She continues to be impressed internally and externally by everyone's dedication and commitment to being part of the next evolution of WIU. She acknowledges there are certainly difficult things that the administration, as a group, continue to work on together, but there are also opportunities for silver linings in the ways everyone can think about repositioning the institution for the future.

Interim President Mindrup and Interim Provost Mossman left the Zoom meeting.

5. *Proposed Resolution of Censure of Interim President Kristi Mindrup, Interim Provost Mark Mossman, and the eight members of the Board of Trustees*

Chair Robinett asked Senator Woell, representing the group that drafted the document, to talk about the proposal and the logic behind it, after which ExCo will consider adding it to the Senate agenda for the next meeting. Senator Woell related that he, along with Senators Melkumian and Wipperling, agreed to form a committee to draw up a resolution because all three felt strongly about the need for a censure given what has happened. Senator Woell told ExCo he had three reasons for wanting to do this, the first of which is to see some responsibility for the reason why 105 professors and support staff were terminated because he has seen no sign of this, particularly at the top. Senator Woell believes in "collective responsibility," and even though

the Interim President and Interim Provost were not at the helm when a lot of this was happening, it is only right that they should assume some responsibility for what their predecessors have done. Senator Woell related that the second reason he wants to get the censure passed is for Faculty Senate to offer a narrative about the layoffs different than the one now being offered by the current administration and Board of Trustees. He noted that in the public narrative, no one is assuming responsibility; the deficit is often not even mentioned many times, and, to the extent that it is, oftentimes only one person, the former president, is blamed. He thinks that collective responsibility requires looking at everyone who was involved, which includes much of the current administration. He would like to get a different story out than the one the administration and BOT are pushing. Senator Woell related his third reason is that he wants the resolution passed for the sake of posterity; he wants to show that at least some faculty fought back when the university was actively being destroyed by administrators who had no plan and, thus, were kind of making things up as they went along. He hopes that WIU will not be destroyed and that these changes will lead to a much better university, but given how devastating the layoffs are he does not see that happening. He wants the record to reflect the Faculty Senate's point of view of what has happened.

Chair Robinett asked what it would look like for the administration to collectively acknowledge or take collective responsibility for these actions. He wonders what they could do to demonstrate collective responsibility. Senator Woell acknowledged this is a good question. He explained that when one truly assumes responsibility for a problem, error, or some kind of mistake, the first thing to do is to see who has been hurt by your actions. He stated that if someone has been hurt, the next step is to redress the injury and to seek a restorative form of justice, but quite the opposite has happened here. He pointed out that people innocently hurt by the layoffs are taking the fall for something they had little or no role in. He explained that in the scenario WIU now has and basically has had for the past nine years, the administration and the BOT makes mistakes, but it is the faculty, support staff, and students who have largely paid the price. Senator Woell believes that not only is this situation fundamentally unjust, it is also morally unconscionable. He believes that if the two administrators and BOT had truly assumed responsibility, they would have looked at other options in terms of addressing this huge deficit.

Senator Brewer expressed his appreciation for the document and the expression of support for faculty. He noted that earlier in the meeting there was discussion of workforce development. He stated that the university has a paramedic program with 46 majors, and this was one of the programs the administration eliminated, even though it is well known that everyone needs paramedics. He does not necessarily buy the administration's narrative and thinks that they and the BOT saw this "train wreck" coming for awhile, so he appreciates the opportunity to hold some of them accountable. He does not, however, think that this will make a giant impact on them because he does not think they feel like they have much ownership in this situation; nevertheless, he does think they should be held accountable and appreciates the committee's work on the document.

Parliamentarian Bowers Sharpe said she observed the push-back to Professor Lindstrom's prior attempt at a resolution of no confidence from a couple of senators who questioned the biased or inflammatory language in that document. She asked if there was an attempt to think about that while putting together this document since it is known what happened with the last attempt. Senator Woell agreed with Professor Lindstrom's response at that time that when a censure or a resolution of no confidence is not an attempt to show both sides or present two narratives. He stated that what the committee is trying to do with this document is to simply tell the truth; he believes in everything said in it and does not think it is tilted. He thinks it reveals some facts that have not come out yet and that there is a need to bring those facts to light.

Chair Robinett summarized that ExCo will discuss whether this document should be added to the agenda, and according to Senate rules there is a specific amount of time to do that. He explained that if added to the agenda, either ExCo could make the motion in advance or it would appear under New Business and Chair Robinett would ask for a motion to approve, which would require a second. Chair Robinett anticipates that if ExCo decides to add this item to the agenda, there may be senators who would want to offer an amendment; if this occurs, it would be up to the originators of the document to decide whether or not to accept any amendments. Senator Woell left the meeting.

Senator Brewer expressed his support for adding the proposal to the agenda because senators represent a lot of faculty; while not wanting to diminish that, he does not think the censure will change the impact of the

administration's actions and does not know how many senators will be willing to vote for it. He does not oppose putting the item on the agenda so that the Executive Committee is not seen as a barrier to this process. Parliamentarian Bowers Sharpe, while not a voting member, expressed her view as a parliamentarian that there is no reason the document should not go on the Senate agenda. Chair Robinett related that he recommended to the committee preparing the document that they speak to several senators in regard to the language they used. He observed that it has become increasingly clear that senators are looking for some type of vehicle to express their dissatisfaction with the way things have been done and are being handled by the administration. He sees no reason for the censure proposal not to be an agenda item.

Chair Robinett asked if this item should go on the agenda as a moved motion from ExCo or an agenda item where he would ask for a motion from senators present. Senator Brewer thinks allowing a senator to make that motion from the floor would be better as it would not give the appearance that the Executive Committee has set up anything. He thinks if other senators are passionate about this issue they can bring up the motion in order to avoid the feeling that anything is being pushed on senators by the Executive Committee or directed one way or the other. He thinks other senators should have the opportunity to make the motion and have a voice because ExCo should not have all the skin in the game.

Ms. Hamm pointed out that the document proposes censuring two separate individuals and one group of individuals, and a senator may agree with censuring one of the three but not the others. She noted that the previous resolution for a vote of no confidence was broken into two separate documents, enabling senators to agree/disagree with one, none, or both. While she recognizes that ExCo cannot influence how the document goes forward, she wonders, if a senator was to ask that it be broken into parts, whether that could be accomplished on the floor of the Senate. Senator Brewer also suspects some senators may agree with censuring one or two of the three but not others and asked whether ExCo could suggest to the document's creators that they consider separating the censure into three parts. Chair Robinett replied he thinks that would be an over-reach on the part of the Executive Committee. He explained the group has created their document and brought it forward to ExCo for consideration of placing it on the agenda, and if senators make any friendly amendments on the floor of the Senate, the group can consider if they wish to accept them. Ms. Hamm asked, if a senator supported censuring the Board of Trustees but not the Interim President or Interim Provost, for example, whether breaking up the document that would be too big of a job to accomplish on the floor of the Senate or whether it would in such a case need to be sent back for revision and then return to a subsequent agenda. Parliamentarian Bowers Sharpe said this is her question, too – whether *Sturgis* considers the splitting of one motion into three as an amendment. She will look into this and discuss it with Chair Robinett prior to the November 12 meeting because there may be several ways this could get very complicated. Chair Robinett thinks that *Sturgis* would allow the document to be amended on the floor. He thinks that if the revisions were significant, ExCo may wish to suggest the motion be withdrawn so that the committee could automatically bring the document back. He added that it would be up to the authors as to what amendments they would support.

Chair Robinett thinks a discourse related to this subject is needed; any time there are such significant actions taken, there needs to be conversations about the implications of those actions and what led to them. He has not heard in any conversations how the university can ensure that this does not happen again; there were actions taken in 2016 and 2018 that were supposed to ameliorate these situations, but the university has now ended up in a far worse situation, so he thinks conversations about it are vital. He suspects there may also be additional resolutions that come forward to address ongoing issues of shared governance that are not discussed in this particular resolution. Chair Robinett thinks “the will of the Senate wins,” so this should be a discussion of the Senate about whether they are willing to approve, not approve, or work something out with the group bringing the proposal forward.

The Executive Committee voted unanimously to put the document on the November 12 agenda. Chair Robinett expressed his support for Senator Brewer's earlier statements that this is something senators can move to approve without the Executive Committee taking it forward as already moved and seconded. He added that senators will have these minutes to show the conversations that occurred about this; ExCo is really giving senators a chance for shared governance, which is what is supposed to be practiced all across the campus. He would rather senators have the opportunity to make a motion on this rather than limiting them. Senator Brewer remarked there is nothing problematic with the group trying to campaign for votes from senators, and they should probably be doing that anyway because it is impossible to explain everything in a



meeting.

ExCo voted unanimously to add the proposal to the agenda as an action item and not motion/second it prior to the meeting. It will appear under New Business on the November 12 agenda using the title of the document as the agenda item title.

6. *Finalize agenda for Senate meeting of November 12 – guest Interim President Mindrup*

Chair Robinett related that he had a meaningful conversation with Ms. Hamm, and rather than have the results of the survey on presidential appointment appear on the agenda during the Chair's Report, which comes just prior to Interim President Mindrup's visit with senators, it will be included on the agenda under Announcements, which follow's the Interim President's visit. Chair Robinett reiterated that the report from the faculty survey results will be provided to senators first and discussed at Faculty Senate, then provided to university faculty via the Senate listproc, then provided to the Board of Trustees.

The Executive Committee meeting adjourned at 5:40 p.m.

Respectfully submitted,

Annette Hamm, Faculty Senate Office Manager  
and Recording Secretary