

**Illinois Wesleyan University
Minutes of the Faculty Meeting
March 2, 2009**

President Wilson called the meeting to order at 4:09 p.m. on Monday, March 2, 2009. The President noted for the record that there was a quorum present. President Wilson introduced two guests attending the meeting; Matthew Hastings, Student Senate Vice President and Phyllis McCluskey-Titus faculty member from Illinois State University in the Educational Administration and Foundation Department completing research on our campus. There were no objections to the guests joining our meeting and President Wilson welcomed them.

Minutes respectfully submitted
by Patti Henderson

Approval of Minutes February 2, 2009 Faculty Meeting	No corrections or additions to the February 2, 2009.	Approved
Curriculum Council Consent Agenda and Addendum	Prof. Shaw reported that we have a couple of small corrections. Two typographical/clerical corrections need to be made. 1) EDUC 370 listed as a cross-list with Political Science and should be cross-listed with Environmental Studies. 2) EDUC 370 Brown v Board of Education should not be flagged as writing intensive; the designation should be as historical change and U.S. diversity. There were no items removed from the agenda or addendum.	Passed
Nominating Committee Report	Prof. French presented the slate for the elected committees for the academic year 2009-10 and asked for nominations from the floor to fill vacant spots. We have one candidate for Faculty Secretary, Prof. Sheridan, and would like to have another candidate. The other opening is for the University Speaker Committee. Prof. Snyder volunteered for the spot on the Speaker's Committee. We have a full slate and can proceed next month with an election. Prof French reported that the slate for appointed committees will be distributed soon. Prof Duke asked what change could be made to require only candidate for the Faculty Secretary position. Parliamentarian Tiede answered that the last three years we have had only one candidate. He also suggested that since this is for next year, we still may have another candidate step forward that is interested in the position.	
CUPP Report	Prof. Morris submitted a written report. There were no questions.	
Curriculum Council Report	Prof. Shaw reminded faculty that if you or someone you know is doing a new Gateway this semester and hasn't sent a proposal to CC yet, please get that turned in. Another reminder is if you have any other proposals for CC for this academic year and they are pretty straight forward please turn them in by April 1. If they seem to be more complicated please get them to us by mid-March to ensure we will get to them.	
Promotion and Tenure Committee	Prof. Jaggi reported that PAT had met several times since the last meeting and they will have letters sent out for annual reviews by March 15 th . There were no questions.	
Faculty Development Committee	Prof. Valverde represented FDC and asked for questions. There were none.	
Institutional Review Board	Prof. Amoloza informed faculty members that if you have projects that will be conducted during May Term or this summer and need IRB approval please send them to us by this month or next month. Prof. Amoloza will be doing a travel course in May and other members will be out of the country. The two deadlines coming up are: 1) March 4 – Proposals for full review will be reviewed at the March 25 mtg. 2) March 25 – Proposals will be reviewed at the April mtg. Any other proposals may be submitted at any time, but please get them to us by April 15.	
Administrative Reports	Provost Cunningham: Associate Dean of the Faculty – CUPP has forwarded some initial recommendations and she has asked Prof. Morris to meet this week to further discuss these recommendations so we can move as quickly as possible on this appointment. Update on Faculty Searches – We currently have ten positions filled, three are still in progress, one offer has been made today, four searches yet to begin the interview process, and to date, no failed searches. Provost Cunningham stated that we have done	

	<p>well up to this point.</p> <p>Diversity Work Across Campus</p> <ul style="list-style-type: none"> • The Diversity Committee is working hard and working with the provost to update the hiring guidelines for faculty as well as retaining our international faculty. • A group from IWU attended a racial justice workshop at the WYCA in the fall and this group is continuing to meet. This group is trying to map all the work that is being done regarding diversity on campus and in the near future will be sending an email to the Chairs and Directors to assist them with this task. For example, if your department sponsors an event that focuses on diversity, they want to know about it. The announcement will be coming out soon. <p>Provost Traveling – Provost Cunningham will be out of the country from March 14-28. She will be participating in the India Higher Education Administrator’s Seminar to make connections with higher education institutions in India. Nine other higher ed administrators from the U.S. will be making this trip with her. Patti will also be out of the office during Spring Break. Please contact Roger, Frank, Jeff, or Patti in her absence.</p> <p>John Wesley Powell Research Conference Announcement: Prof. Seeborg requested on behalf of the JWPR organizing committee we ask that you please contact students that are engaged in research and encourage them to participate in the John Wesley Powell Research Conference on Saturday, April 18. Other members of the committee are Natalie Smoak, David Vayo, and Pat Neustel. Deadlines for the conference are the registration must be completed online at the conference website by no later than Friday, March 27 and the students will also need to send in abstracts electronically to Pat Neustel by the same date. This year is the 20th anniversary for this conference and Prof. Seeborg thanked everyone who has made this conference a success over the years. The keynote speaker this year will be Andrew Postlewaite, an economist, received an honorary doctorate from IWU in 2001 and is an endowed chair in the department of Economics at the University of Pennsylvania.</p>	
	<p>President Wilson:</p> <ul style="list-style-type: none"> • Economy: The president will be sending out a letter to the entire campus this week regarding the state of the university and he reported on some elements of the letter. It is a fact that IWU is not alone as the economy declines. Cornell’s endowment fell 27%, resulting in buyouts of 1300 non-faculty employees and termination of 68. All budgets are being cut by 5%. Northwestern had a 24% decline in their endowment and they are cutting all their operating budgets by 3% and announced that they will have a selective salary program. Bowdoin has instituted a hiring freeze for two years to offset some of their declines. Davidson has instituted a hiring freeze and will have no increase in operating budgets. The College of Wooster has instituted a college program review, amended the terms of their TIAA/CREF retirement plan and closed a dining hall. President Wilson said he is not suggesting that we choose any of the above options but that these are evidence of how serious this situation really is and unfortunately it does not look like it will turn around in 2009. So this means we need to continue our short term planning for 2009 and also begin long term planning because we do not know when the economy will improve. • Endowment and Operating Budget. Our endowment decline was 23% which translates into a \$600,000 decline in our operating budget for next year. President Wilson assured the faculty that we have developed a plan to balance the budget and are within \$100,000 of getting that done. <ul style="list-style-type: none"> • We are not canceling faculty searches and do not intend to do so because sustaining the quality of the faculty at Illinois Wesleyan is absolutely essential. We are filling vacant positions and, in many instances, are getting our first choice which will have a tremendous impact over the long term. • We will be holding budgets flat next year in terms of salaries and expenses. This is not a good situation to be in and I know it has consequences for everyone in this room, but this decision is what is best for the university, • We are increasing tuition and fees to try to help with some of the budget 	

	<p>shortfall and we will be announcing that increase at the end of next week. We will keep the increase as low as possible for obvious reasons.</p> <ul style="list-style-type: none"> • We are also increasing the financial aid budget because we know many families are struggling more than they ever have. We cannot increase tuition and fees and not have an increase in the financial aid budget. We have built a 7% increase into the financial aid budget for next year. • We are assuming that we will reach our admissions target for the fall. This is a critical assumption. We have over 3,000 applications to the university, the highest number of applications we have had in history on this date. The volume is there, so the question is how many we convert for the fall. We are about 230 applications ahead of last year, and we are fortunate because many universities across the country are not in this position. The Admissions staff does a great job and works very hard at bringing the students to campus, but the key to enrolling students is the time spent in conversation with the faculty when they are visiting our campus. No single activity has more impact on enrolling students, and the president appreciates the time and effort the faculty put into small group visits, as well as scheduled open houses. <p>Long-term Budget Planning:</p> <ul style="list-style-type: none"> • Retiree Health Insurance – The president met with SPBC and HCAC today and they heard a report from the consultant that lays out some of the options we have to reduce retiree health insurance costs to the university. That work will continue and at some point there will be a broader discussion on this topic. • SPBC - The president has invited this committee to explore every possibility and opportunity that we might have for reducing costs at the university. One of the topics discussed recently is May Term and he assured everyone that we are not trying to eliminate May Term. However, we are trying to figure out the optimal cost structure for May Term and how it should be handled. May Term is a distinctive part of the curriculum at IWU. Other topics will emerge as we explore ways to reduce cost. • Development Update - The president reported that our fund raising efforts continue to move forward. The Annual Fund is \$50-\$100,000 ahead of gift totals for this time last year. We are optimistic that the goal for the Annual Fund will be achieved. <p>In conclusion the president stated that we are both challenged and optimistic about the problems we face. We will find solutions. We have in the past and we will in the future.</p>	
	<p>Questions:</p> <p>Prof. Epstein asked if we have done an environmental scan on what other institutions that have May Term program are doing regarding budgets during these times. The president answered that Bob Murray and Frank Boyd are working on that project right now. They are trying to identify everyone that offers a May Term program and how they are handling their costs.</p> <p>Prof. Leavitt thanked the president and told him that he is appreciated for all he does to get us through these times. She asked if the president could share how we are balancing the budget and whether we are moving any money around. President Wilson answered that we are not moving money from one budget category to another, e.g., from supplies to salaries.</p> <p>Prof. Banks asked if the university had benefited from being understaffed in the last couple of years. The president answered there is a curious thing about the economy right now. The larger your endowment the worst the suffering has been. If your endowment is not at a certain level, this decline means nothing. The fact that our endowment was not been any larger than it was has actually worked to our advantage in some ways.</p> <p>Prof. Amoloza asked President Wilson if he would restore the soft tax again this year. The president answered that the soft tax is not a bad concept. We had a sort of soft tax this year because the president asked the vice presidents last September to identify 1%</p>	

	of their budgets to what he perceived would be a budget challenge this year. We might have to go back to that again next year.	
Old Business	None	
New Business	None	
Meeting Adjourned 4:50 p.m.		