

## MEETING OF THE GENERAL FACULTY

Wednesday Oct 16, 2019 in CNS C101

A summary of action taken at this meeting:

- Passed – revision of the psychology major
- Passed after amendment – revision of the neuroscience major
- Passed – concentrations added to physics major
- Revision of DTE major sent back to committee
- Passed – creation of minor in sports management
- DTE 125, DTE 225 sent back to committee

**1. Call to Order** - President Nugent called the meeting to order at 11:05 am.

**Announcements by President Nugent.** Profs. Eckhardt, Erlewine, Jaeckle, Theune will become endowed professors. President Nugent will continue being chair of the faculty meeting for now. Program evaluation process moving forward, with a change being that now the result will be presented to the faculty for a vote.

**2. Approval of the Minutes** of the September 18, 2019 meeting. Minutes approved by common consent.

### **3. Committee Reports**

a. **Council on University Programs and Policy** (written report), Professor M. Robey

Work of CUPP has included finding faculty members to serve on the search committee for a Chief Technology Officer. See the written report for other work the council has engaged in. A faculty member requested the program review task force contain divisional representation. Another noted the current proposal contains fewer faculty slots than divisions on the task force.

b. **Curriculum Council** (written report), Professor A. Kerr

Q: Does CC anticipate what sort of proposals will go to the strategic planning group before going to CC? A: If resource neutral, deal with the standard process. CC is expecting the strategic planning group to deal with either resource implications or major changes.

i. CC Addendum 1: Approve revision of the Psychology major

Currently a full year of Biology and one Philosophy course. Proposals moves this to one semester of Biology, one Philosophy. Assumption is that many students will take Neuro 110 for their Bio credit, while pre-health take Bio 107-108. The key reason for the change is to give students increased flexibility, for example if they change their major from Biology to Psychology.

There was brief discussion of instead requiring Neuro 110 and allowing exceptions.

**Motion passes.**

ii. CC Addendum 2: Approve revision of the Neuroscience major

Changes include creation of Neuro 499 Research/Thesis, updated course numbers for Biology courses, and language limiting the amount of research credit that can count towards the major.

**Motion to amend:** change Bio 309 to Bio 323, and cross off Bio 212. **Motion passes.**

Comment that 15 courses is a lot for a major. This was acknowledged, but noted in response that the motion doesn't change that number.

**Motion for Addendum 2 passes.**

iii. CC Addendum 3: Approve revision of the Physics major to include two optional concentrations

Students pursuing a concentration will need to take an extra course in Physics to ensure sufficient breadth. The motivation is to attract prospective students, and to serve existing majors interested in pursuing graduate study.

Q: Will there be enough upper-level students to fill a new upper-level course?

A: Upper-level courses in Physics are on a rotation, so this change does not affect the total number being offered.

**Motion passes.**

iv. CC Addendum 4: Approve revision of the DTE major

DTE majors would now take more computer science and business and less theatre.

A member suggested that in the entrepreneurship concentration, change Bus 325 to Bus 350. A member noted that Sociology, Political Science had not been consulted about removing the Soc/PSCI 398 requirement. **Motion** to send this back to committee. **Motion passes.**

v. CC Addendum 5: Approve the creation of a minor in Sports Management administered by the Kinesiology, Sport and Wellness Department

CC believes that reshuffling will allow the department to teach the necessary courses with existing resources. It is in line with the department's existing plans to have faculty teach more theory courses and fewer activity courses as the number of students at the university has shrunk.

Members spoke in favor, noting that Admissions believes there is demand, and so hopefully this will strengthen recruitment. A comment was made that this proposal strengthens the case for faculty in that area to receive tenure.

A member noted that business majors could not double count courses, making a business major - sports management minor potentially more difficult.

**Motion passes.**

vi. Curriculum Council Consent Agenda (was moved by vote from earlier in the agenda)

DTE 125 and DTE 225 were pulled from the consent agenda. A **motion** was made to send these courses back to committee to fill in further details. That motion **passed.**

The rest of the consent agenda then **passed** by common consent.

c. **Promotion and Tenure Committee** (written report), Professor E. Kelahan

No questions.

- d. **Faculty Development Committee** (oral report), Professor W. Jaeckle  
Currently looking at proposals. The committee plans to send out letters as proposals are processed.
- e. **Nominating Committee** (written report), Professor A. Ponce  
Replacement on PAT, looking for someone to serve 2 years, no responses so far.
- f. **Assessment Committee** (oral report), Professor J. Peters  
Processing reports. Session on general education assessment only had 2 attendees. Note Higher-learning-commission review only 3 years away.
- g. **Faculty Committee on Diversity** (oral report), Professor W. Kooker  
Planning in progress for the Martin Luther King teach-in.
- h. **Undergraduate Research Advisory Committee** (written report), Professor C. Nadeau  
Sent out call for nominations for John Wesley Powell speaker for next year. The theme will be health, healing, humanities.  
Note the creation of a 4-year plan for post-baccalaureate awards. President Nugent suggested having faculty send nominations of strong sophomores, followed by a gathering for discussion and information at the President's house.  
There was discussion of the workload of the Associate Provost, noting that it is high, but presence on URAC is helpful.
- i. **Strategic Planning Update** (written report), Professor E. Furlong  
On the Illinois Articulation Agreement, the new information is that we cannot have additional requirements. So for example, we would accept a general education package from transfer students that did not include second language, physical education, diversity flags, writing in the major. Some other schools place similar requirements into what they call their mission core.  
So there is a tradeoff to consider: we might find ways to ensure further requirements, but flexibility is exactly what maximizes the benefit of joining the agreement (estimated at \$1 million - \$1.5 million per year). Regarding that tradeoff, one member expressed concern that flexibility will lead to lower standards, while another expressed support since it might give a chance to move forward with elements of the recent general education reform proposal.  
Look for proposal to Curriculum Council regarding double-counting of general education; the added flexibility could help all students, not just transfers.
- j. **Health Care Advocacy Committee** (oral report), Professor M. Criley  
Two changes of note that take effect January 1. First, a change in cost structure between gold and platinum plans. **Second, CVS no longer part of the pharmacy benefit insurance, apparently because of an industry fight between CVS and Blue-cross-blue-shield.** Second, IWU will switch to a slightly less expensive pharmacy network that excludes CVS.  
VP Bierman noted that some employees should benefit from a move to gold, and the incentives are there to encourage that move.

4. Old Business - none

5. New Business - none

**6. Administrative reports** - sent via email after the meeting. See below.

**7. Meeting adjourned** at 12:54 pm

Respectfully submitted,  
Andrew Shallue  
Faculty Secretary

Written report from President Nugent, sent 10/16

TO: Faculty Members  
FROM: President Nugent  
RE: Faculty Meeting  
DATE: 10/16/19

As you know, there was no time for the administrative reports which are scheduled as the last item of the faculty meeting agenda. There is little for me to report that I have not already conveyed in written messages to the whole community and in the open forum, so my report would have been brief. But, since there was a call for a written report, I am offering that here.

The majority of my time has been devoted to the two aspects of the strategic planning effort:

- 1) collaborating with the co-chairs of the working groups in weekly meetings to bring proposals to a point where they will be presented to the trustees for their information and consideration (e.g., the transfer proposal under discussion today) and
- 2) working with Academic Affairs and the appropriate faculty committees and gatherings (such as chairs and directors meeting) to move along the process for program evaluation.

The non-academic program review is not yet underway, although we have reached out to several consultants for proposals. I expect that process to be somewhat less complex and capable of moving forward more quickly.

Carrying out these efforts in a way that will strengthen Illinois Wesleyan for the future and instill confidence in that future I see as my major objective for the year.

Of course, there are many other activities underway in the president's office. The Board of Trustees will be meeting on campus next week, and the Vice Presidents and I have been preparing the reports and materials needed for that meeting.

In addition, my time is partly devoted to participating (and usually delivering remarks at) the significant moments in the university's "liturgical calendar," such as First Year Convocation, President's Convocation, Course Cluster gathering, Scholarship

Benefactors Dinner, Homecoming, Reunions, Prospective Students Open House Day. As well, I have participated in several community outreach efforts, such as speaking at the Kiwanis Club, attending the “20 under 40” leadership awards event (where our own Hannah Mesouani was one of the award recipients), and attending the “Rivian Reveal” uptown—where I had an opportunity to mention to the founder our innovation initiatives at IWU. Tomorrow, I will meet with the other college and university presidents in our community, and we will all be participating in an “Education to Employer Fall Summit” organized by the Chamber of Commerce.

Meanwhile, I am working with the Advancement Office to line up a schedule of visits with Wesleyan supporters who can be helpful as we move forward with creative ideas.

### **Email from Provost Brodl, sent 10/21**

We have ahead of us a very busy year. The willingness of faculty to pitch in on strategic planning efforts (both generating new ideas and evaluating current programs) is both essential and *greatly* appreciated.

**Program Evaluation:** In the coming week, we (Georgia, CUPP, CC, and I) will be sending to the whole of the faculty a draft of the program evaluation process that we will use for academic programs of study. Feedback on the process will be collected through a Qualtrics-based format and also through conversations for Chairs and Directors that CUPP and CC will organize. This feedback will help shape the final process that will lead to Board recommendations.

**Endowed Professorships:** As President Nugent announced, four faculty (Ann Eckhardt, Bob Erlewine, Will Jaeckle, and Mike Theune) have been recognized with endowed professorships. These recognitions are highly deserved. The Committee on Endowed Professorships, however, had a difficult task, as we have a talented faculty.

Also in the past month PAT has been engaged in the process of assessing current holders of endowed professorships for renewal, as specified in the *Faculty Handbook* (seemingly for the first time in our history?).

In performing their work, both PAT and CEP experienced frustration due to the fact that the materials submitted by candidates (for first appointment or for renewal) are not aligned with the evaluation criteria for endowed professorships. In the coming months, the CEP will be drafting new *Handbook* language that will better align submitted materials and evaluation criteria and define a clearer set of procedures. PAT will work with CEP to bring this forward to the faculty for consideration in the spring semester.

**CTO Search:** The search for a new Chief Technology Officer has been launched. Two faculty members will be appointed to the search committee by CUPP. The goal is to identify a new CTO by the end of the calendar year.

**Mid-Term Grades:** For Fall 2019, 403 midterm grade reports (up from 379 last fall) were reported for 308 students (up from 302 students last fall):

- 217 students received 1 report. They have been strongly encouraged to see their advisor (down from 226 last fall)

- 64 students received 2 reports. These students are required to see either Chandra Shipley, Mark Halx, or their advisor (down from 67 last fall)
- 12 students received 3 or 4 reports. These students are required to see Chandra Shipley (up from 5 last fall)
- 15 students on students are on academic probation and received a report. These students are required to see Chandra Shipley (up from 4 last fall)
- First-year students - 80 received 1, 32 received 2, 2 received 3, and 1 received 4. These numbers are roughly proportional to those from last fall.

Our ability to attend to the needs of students in academic difficulty is very important to retention. Mid-Term grades, Student of Concern reports, and reaching out to students who are struggling in other ways are key tools.

**Student Retention:** This fall we had 1,625 students on census day. Based on past experience, we are anticipating that between graduation, attrition, and academic disqualifications we will have approximately 1,560 students for the spring semester. As we plan for registration in spring semester courses, it is important to keep in mind that this means that we will need approximately 250 fewer seats than we needed in Fall 2019.

I would also like to draw your attention to student retention over this past summer. We lost 77 students due to attrition. We are fortunate that we enjoy relatively strong student retention rates. Yet at \$19,000 per student in average tuition revenue, this represents a loss of roughly \$1.46 M in net revenue. While a 100% retention rate isn't realistic, these data lead to a question of whether we can do something to improve. We are at the last day to drop a full semester course. For students who are struggling academically, are we doing all we can? At the request of the Retention Task Force, I have asked Kevin Sullivan to work with the Curriculum Council to identify and bring forward ways to help ensure we are doing all possible to retain students who start their college education at IWU.

Thank you for your time and attention,

-Mark