

Western Illinois University
Division of Academic Affairs
[Abridged Report]

FY19 Consolidated Annual Report, Planning Document and Budget Request

Centennial Honors College
Submitted by Richard J. Hardy, Dean

Reports Due to Provost and Academic Vice President

Dean's Written Report Due: March 15, 2019

Director's Presentation Due: March 29, 2019

(3:30 – 4:30 p.m., Horrabin Hall 1)

CURRENT YEAR
Fiscal Year 2019

I. Accomplishments and Productivity for FY19

A. Give a brief review of the division's goals and objectives for FY19

- 1. External Program Review.** The Honors College requested its first-ever external program review. *Projected Action Frame:* Short-Term (12 months and beyond) [G2.A1(g)/G2.A2(a)/G3.A2(a)]. Estimated Cost: \$2,000 (\$1,200 for travel and \$800 honorarium). Action taken: In April, the Provost authorized an external review by Dr. John Vile, Dean of the Honors College at Middle Tennessee State University. Dr. Vile carefully reviewed our documents and made a two-day visit. The full report that is attached included both praise and recommendations for change. Among his recommendations were: a) the establishment a location for the Honors College with private offices, meeting rooms, and dedicated honors classrooms; b) an integrated honors curriculum; c) a separate honors faculty; and d) the elevation of the honors "Director" to dean to comport with NCHC guidelines.
- 2. Relocate the Centennial Honors College to Simpkins Hall.** As detailed in previous reports, the current location in Malpass Library is woefully inadequate. The administration has targeted Simpkins Hall as the new honors home. *Projected Action Frame:* Both Short-Term and Long Term. [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.] *Action Taken:* In spring 2018, President Thomas and the Board of Trustees agreed that Simpkins Hall would be the future home of the Centennial Honors College. President Thomas then appointed a Task Force, co-chaired by Rick Hardy and WIU architect William Brewer to establish plans for renovating the top floors of Simpkins Hall. The Task Force contracted with Holabird & Root to offer three plans. The Task Force and President Thomas selected a plan, and Holabird & Root are now working on detailed plans for eight private offices, an event hall, meeting rooms and dedicated honors classrooms.
- 3. Add a Third Academic Advisor to the Honors College.** Our two, full-time academic advisors had about 500 advisees apiece (and nearly 1,800 advising appointments) during the period. This significantly exceeds the recommended 300 advising load recommended by National Academic Advising Association (NACAD). Additionally, the Honors College was forced to enlist the support of Ms. Alex Geisler, Assistant to the Dean, to advise some 150 Pre-Honors students and Dr. Jim Rabchuk, CAS Assistant Dean for the QC, to advise some 50 Quad Cities honors students (beginning September 2018). This is why we requested a third, full-time academic advisor for the Honors College. *Projected Action Frame:* Both Short-Term and Long Term. [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.]. Due to budget restraints, the request could not be met.
- 4. Elevate Director to Dean and Associate Director to Associate Dean of the Honors College.** The National Collegiate Honors Councils (NCHC) Standards states that: "Colleges have Deans/Programs have Directors." Rival institutions (e.g., EIU, IUPUI, SIU, MTSU) have Honors DEANS. Changing the titles elevates the positions, could be revenue neutral and would comport with NCHC national standards for established honors colleges. The current director's and associate director's academic credentials are commensurate with current deans. *Projected Action Frame:* Both Short-Term and Long Term. [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.] *Action Taken:* In August 2018, President Thomas announced, with the approval of the Board of Trustees, that the Centennial Honors College would henceforth be headed by a "Dean." Dr. Rick Hardy became the Honors College's first Dean; however, President Thomas made it clear this was solely a change in title, not an increase in salary.
- 5. Include the Centennial Honors College in the Deans Council.** The Director of the Centennial Honors College has always been excluded from the Deans Council. NCHC Standards strongly recommend that Honors Deans have equal status with other academic deans. *Projected Action Frame:* Both Short-Term and Long Term. [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.]. *Action Taken:* In October 2018, the Provost invited the Dean of the Centennial

- Honors College to attend all Deans Council meetings.
6. **Establish an Integrated Honors Curriculum.** Honors courses lack consistent quality. We need core, gateway honors courses, domestic travel courses, and increased opportunities for Study Abroad. Ideally, the Honors College should have three-to-four-year teaching rotations to facilitate course scheduling. *Projected Action Frame:* Both Short-Term and Long Term. [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.] *Action Taken:* The concept of an integrated honors curriculum is still in the planning stages and will be dependent upon budgetary reallocations and the establishment of an Honors Academy.
 7. **Establish an Honors Academy.** The Honors College does not always get the best faculty to teach honors courses. Currently, the Honors College takes whomever Department Chairs/Directors release. We therefore seek funding to “buyout” faculty to teach honors courses on a regular basis. We need to create an Honors Academy through joint appointments, must submit CVs and teaching evaluations. *Estimated Costs:* \$80,000/year (\$20,000 for 4 core faculty offering 2 3SH classes per year). *Projected Action Frame:* Both Short-Term and Long Term [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.]. *Action Taken:* None, albeit President Thomas has indicated repeatedly that he supports the creation of an honors academy.
 8. **Continue to Increase Total Enrollment of Honors Students.** A realistic goal is to reach 1,100 in any given year. Our continued growth will be accomplished by aggressive recruitment of qualified incoming freshmen, transfer students, on-campus students, and minority students. *Measure:* The total number of students in the Honors College. *Projected Action Frame:* Short-Term to Long-Term (next 12 months and beyond) [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.]. *Action Taken:* With the lone exception of Engineering, the Centennial Honors College is the only academic unit at Western Illinois University that has grown in the past seven years. Indeed, we have increased nearly 86 percent, reaching an all-time high of 1,001 students in Fall 2018.
 9. **Continue to Increase Diversity of Honor Students.** The number of Hispanic and African American honor students has risen significantly over the past seven years. However, we still have a long way to go. In the next year, we plan to be vigilant in identifying qualified and potentially qualified minorities through on-campus recruiting. *Measure:* The number of minority students in the honors program. *Measure:* The number of minority students in the honors program. *Projected Action Frame:* Short-Term (next 12 months and beyond) [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.] *Actions Taken:* The Honors College aggressively continued to recruit students (and faculty members) from under-represented groups. A breakdown by race and gender is detailed *infra*.
 10. **Add a Graduate Assistant Position for Honors at the WIU Quad Cities Campus.** We propose adding a Graduate Assistant position at the Quad Cities campus for 20 hours a week. The GA would be the advisor for the QC honors students and would work to continue to grow the honors population at the QC campus. *Measure:* The number of students in the QC honors program. *Projected Action Frame:* Short-Term and Long-Term. [G1.A1(e,f)/G3.A1(h,j,k), HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.] *Actions Taken:* During the period of review, Ms. Aurand left the Honors College to take an administrative position on the Macomb campus. CAS Assistant Dean Jim Rabchuk was contracted to serve as the Honors Coordinator for the QC campus.
 11. **Continue to Increase Recruitment of Transfer Students.** Four years ago, the Honors College formed the Western Alumni Association of Phi Theta Kappa, the international honorary society for community colleges to enable us to network and recruit PTK honors students from area community colleges. We must continue to increase articulation agreements and attend recruiting fairs to reach these students. The Honors College must explore having a SOAR program designed especially for honors transfer students. *Measure:* The number of new transfer honor students. *Projected Action Frame:* Mid-Term (2-4 years) [G1.A1(a,c)/ G3.A2(a)/G2.A2(c,e)/G4.A2(c)] [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.]. *Action Taken:* During the period of review, the Honors College refined its approach for identifying transfer students who may qualify for the Honors College and accelerated the number of personal letters it sent to those students.
 12. **Expand the “Honors Student for a Day” Program.** As noted *supra*, in Fall 2017, the Centennial Honors College initiated a pilot program called “Honors Student for a Day.” The students nominated were invited to campus where they met with the honors staff, visited an honors class, ate lunch with their nominators, took a tour of campus, and visited President Thomas where they received a certificate. The Honors College made all arrangements and picked up the tab for the “free” lunches, certificates and nominal gifts. We would like to expand the program in Fall 2018 to include 25 to 30 high school students. This will cost an estimated \$500 for cost of food, certificates and honors t-shirts. If only one of those students subsequently attends Western, then this would more than pay for the costs. *Projected Action Frame:* Short-Term (next 12 months and beyond) [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.] *Action Take:* None. The Centennial Honors College unfortunately lacked the funds and personnel to continue with this program.
 13. **Establish an Endowment for the Annual Justice Thurgood Marshall Lecture.** On October 11, 2017, the Centennial Honors College hosted the Thurgood Marshall Lecture to commemorate the 50th anniversary of first African American appointed to the United States Supreme Court. The event was the brainchild of Associate Director Dr. Erik Brooks. The Honors College believes this could be an annual event that could draw national attention. *Projected*

Action Frame: Short-Term to Long-Term (next 12 months and beyond) [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.]. *Actions Taken:* None. Dr. Brooks resigned from WIU in August 2018.

14. **Continue to Consolidate and Coordinate Pre-Law Programs.** The Centennial Honors College serves as a “clearing house” to coordinate pre-law activities on campus. We request that funds be placed in our operating budget to cover the cost of overseeing pre-law programs. *Measure:* The number of students who participate in our law-related programs. *Projected Action Frame:* Short and Mid-Term (1-5 years). [G2.A2(g)/G4.A1(k)/G5.A1(d)], [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.] *Estimated Cost:* \$9,000 annually. *Actions Taken:* The Honors College received no funding.
15. **Increase Participation in Undergraduate Research Day.** The annual Undergraduate Research Day is the single most important event for the Honors College. This campus-wide event is open to all undergraduate students and takes three forms—performance, poster and podium presentations. It is not unrealistic to expect 250 or more undergraduate research projects annually. *Measure:* The number of students who participate. *Projected Action Frame:* Short-Term (next year plus) Goals Associated with the Strategic Plan: [G1.A1(d)/G1.A2(e)/G2.A1(a,b,c)/G2.A2(g)/G2.A3(c,d)/G3.A2(a,b)/ G4.A2(g)/G5.A1(a)], [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.]. *Actions Taken:* The Honors College fell somewhat short of our record participation in 2016. See URD analysis, *infra*.
16. **Strengthen Efforts to Compete for Major Scholarships.** Winning prestigious national and international scholarships has become an important litmus test for honors colleges. The universally recognized aspirational scholarships are the Rhodes, Truman, Goldwater, Udall, Lagrant, Marshall, Boren, Madison, Portz, Fulbright, and Mellon. *Measure:* The number of students we nominate and the number of students who become finalists or winners. *Projected Action Frame:* Short-Term (12 months and beyond) [G1.A1(c)/G2.A1(a,b,c)], [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.]. *Actions Taken:* During the period of review, the Honors College nominated two students for the Goldwater, one for the Rhodes, two for the Truman, and one for the Boren Scholarship.
17. **Increase Travel Opportunities for Undergraduate Research Presentations.** We must increase student research presentations at HCIR, UMWHC and NCHC. This requires funding for registration fees, travel and lodging. *Estimated Cost:* \$5,000. *Measure:* The total number of students who present at honors conferences. *Projected Action Frame:* Short-Term (12 months and beyond) [G2.A1(g)/G2.A2(a)/G3.A2(a)], [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.] *Actions Taken:* The Honors College received no appropriated funds. However, the Honors College was fortunate to receive a \$5,000 gift from Dr. Sterling Kernek to send students to research conferences and two \$5,000 gifts from Dr. Molly Homer to help students take travel courses and conduct research. Rick Hardy took six honors presenters to the Upper Midwest Regional Honors Conference. See details, *infra*.

B. List the most important divisional accomplishments for FY19 and document how these accomplishments support the goals and objectives of the University, including specific *Strategic Plan 2017-2027* accomplishments. Special Note: The Centennial Honors College is prominently noted in the 2017-2027 Strategic Plan. It is found in *Goal 1, Priority 1, Action Item 10, a, b, and c.*

1. Enhanced Culture for Teaching and Learning

a. Maintain rigor and high academic standards

[01] Purpose of the Centennial Honors College. The Centennial Honors College is an interdisciplinary academic home for gifted and highly motivated undergraduate students. Entering freshmen must fall into two of the following three categories: 1) Have an SAT score of 1180 or higher (or ACT composite of 24 or higher); 2) Be in the top 15 percent of their graduating class in high school; 3) Have a GPA of 3.4 or higher (based on a 4.0 scale). We offer smaller courses, enriched curricula with opportunities for travel, internships, scholarships, leadership and additional academic laurels. We are currently hovering between 900 and 1,000 students in the Honors College.

[02] Honors Courses and Curriculum. The Honors College offered 53 courses (Spring 2018, Summer 2018, Fall 2018, and Spring 2019) involving 48 GH courses and 5 Honors FYE courses.

[03] Honors Instructors. Over the period of evaluation, the Honors College had 49 instructors--44 GH instructors and 5 Honors FYE instructors.

[04] In Course Honors Projects and Theses. We recorded 232 in-course proposals in Spring 2018, a record 236 in Fall 2018 (468 total in 2018), and 235 (and still counting) in Spring 2019. Concerning honors theses, there were 31 completed in Spring 2018, 3 completed in Summer 2018, and 6 completed in Fall 2018. In Spring 2018, we anticipate 36 completed honors theses.

[05] Number of Honors Students Graduating. In Spring 2018, 106 students successfully graduated as Honors Scholars (compared to 95 in Spring 2017, 84 in Spring 2016 and 72 in Spring 2015); in Summer 2018, 16 graduated as Honors Scholars (compared to 17 in Summer 2017, 16 in Summer 2016 and 17 Summer 2015); and in Fall 2018, 32 graduated as Honors Scholars (compared to 37 in Fall 2017 and Fall 2016 and 32 in Fall 2015). Thus, for the period of review we graduated 154 Honors Scholars. We anticipate 110 students will graduate as Honors Scholars in Spring 2019.

[06] Academic Accolades. Broken down by academic accolades, in Spring 2018 there were 108 Cum Laude (3.60-3.74 GPA) graduates, 74 Magna Cum Laude (3.75-3.89 GPA) graduates, and 35 Summa Cum Laude (3.90-4.00 GPA) graduates, for a total of 217 students. In Fall 2018 there were 33 Cum Laude (3.60-3.74 GPA) graduates, 18 Magna Cum Laude (3.75-3.89 GPA) graduates, and 17 Summa Cum Laude (3.90-4.00 GPA) graduates, for a total of 67 students.

[07] Honors Recruitment and Centennial Scholarships. During Fall 2018 and Spring 2019, the Centennial Honors College mailed 1075 personalized recruiting letters to qualified students, and to date have mailed 185 acceptance letters (compared to 132 in Spring 2018 and 51 in Spring 2017). A key to our success is the Western Commitment Scholarship, especially, the Centennial Scholarships--\$10,000 funding per year, for four years, provided recipients are active member of the Honors College and maintain a 3.4 GPA.

[08] President's Scholarships. Rick Hardy again served on the President's Scholarship Committee. The Committee meets each fall to review and rank some 40-50 applicants. The Committee submitted a list of the top ten applicants to President Thomas who made the final selections.

b. Explore Restructuring to Enhance Interdisciplinary Collaboration

[01] University Honors Council. Our governing body, the University Honors Council is comprised of representatives from each of the university's academic colleges and meets six times per year to approve interdisciplinary general honors courses and approve student research and travel grants.

[02] Hosts and Co-Sponsors Interdisciplinary Events. The Centennial Honors College hosts many interdisciplinary events and activities, including the Pre-Law Symposium, Pre-Med Symposium, Undergraduate Research Day, QC Research Day, Constitution Day, the quadrennial Mock Presidential Election. Additionally, the Honors College regularly contributes to events sponsored by other colleges and the Gwendolyn Brooks Multicultural Center.

c. Continued Focus on the Centennial Honors College

(We are the Honors College—Here is a brief explanation of our charge, current status, activities and recent changes.)

[01] Centennial Honors College Personnel. The primary success of any program depends on the quality and competence of its personnel. Our personnel are: 1) Dean Dr. Rick Hardy; 2) Associate Director Dr. F. Erik Brooks [who resigned in August 2018 to accept a deanship at Kentucky State University and his position has not been filled]; 3) Honors Advisor Dr. Molly Homer; 4) Honors Advisor Ms. Krista Skein [who was hired in October 2018 to replace Ms. Michele Aurand]; 5) Assistant to the Dean Ms. Alex Geisler; 6) Program Assistant Ms. Julie Schoonover; 7) Special Events Facilitator Ms. Kimberly Sedgwick; 8) Graduate Assistants: a) Mr. Wil Gradle; and b) Ms. Lorii Smith; and 9) Graduate Practicum Students: a) Mr. Robert Specht, b) Mr. Ben Minogue, and c) Ms. Lauren Hoover; 10) Undergraduate Student Workers: a) Mr. Randy Turkington, b) Mr. Willard Gatlin, and Mr. Justin Brown. We also pay 10 to 12 Honors Ambassadors (depending on the semester) modest stipends.

[02] Restructuring and Reassignment of Honors College Personnel. Due to the growth of the Honors College and increased responsibilities, in Fall 2017 and Spring 2018, the Honors staff agreed to restructure and reassign duties. In January 2019, all honors personnel revised their job descriptions to comport with the new forms created by Human Resources under state mandate.

[03] Honors Council 2018-2019. The Centennial Honors College is advised by an Honors Council, consisting of three representatives from each of the university's colleges, one representative from the QC, one from University Libraries, and two honors students. *Ex Officio Members (Non-Voting):* Rick Hardy, Director (Chairs the HC Meeting); Dr. F. Erik Brooks, Associate Director; Dr. Molly Homer, Academic Advisor; Ms. Michele Aurand/ Ms. Krista Skien, Academic Advisor; and *Council Recording Secretary*, Ms. Kimberly Sedgwick, Special Events Facilitator. The Honors Council meets at 3:30 p.m. in Room 180 of Malpass Library on the third Wednesday of the month in September, October, November, February, and March, and the 4th Wednesday in April due to Undergraduate Research Day.

[04] Honors Departmental Coordinators (formerly called "Honors Diplomats"). The purpose of the Honors Departmental Coordinator is to serve as a resource for all current and prospective Honors students. The name was changed from Honors Diplomats to Honors Departmental Coordinators to assist with identifying the role of the individual. Currently, 21 departments have identified Honors Departmental Coordinators, although this may need revision, as personnel change or retire.

[05] Honors FYE Peer Mentors. The Honors College also employs one to three Peer Mentors for FYE Classes each year. In Fall 2018, we had just one Honors Peer Mentor—Deja Martin.

[06] Honors Mentors for the Pre-Honors Program. The Honors College also has a Mentors Program, whereby current honors students serve as role models and help qualified Pre-Honors Students (Mentees) transition into the Honors College. Each semester, eight to twelve Mentors are paid through Talent Grants administered by Dr. Molly Homer, and supervised by Ms. Alex Geisler with the help of Graduate Assistant Ms. Lorii Smith.

[07] Honors Ambassadors. The Honors College also utilizes Honors Ambassadors to assist at Discover Western, SOAR, on-campus recruitment and other events as needed. Ambassadors are drawn from the pool of Honors Mentors and are supervised by Dr. Molly Homer.

[08] Recruitment of QC Honors Students. During the period of review, Ms. Michele Aurand or Dr. Jim Rabchuk participated in all Discover Western programs, all summer SOAR programs for incoming freshmen, all NSR programs for transfer students, and all OCR events at the WIU-QC campus (10 total events).

[09] Revision of the QC Honors Curriculum. Currently, Dr. Jim Rabchuk continues working with QC administrators and the University Honors Council to develop GH 299 on-line and on-campus courses to facilitate the honors offerings for QC honors students. Dr. Rabchuk also convenes the QC the ad hoc Honors Advisory Committee when needed to offer suggestions and promote honors courses and events.

[10] WIU-QC Representation on the University Honors Council and an Advisory Committee. For Fall 2017 through Spring 2019, Professor Dan Malachuk represented the QC campus and participated in all council meetings via telephone. As noted *infra*, the QC campus also has an ad hoc Honors Advisory Committee to provide feedback and offer suggestions for honors offerings.

[11] New Articulation Agreements. The Centennial Honors College has worked actively with Senior Vice President Joe Rives to negotiate articulation agreements with state and regional community colleges. In Spring 2019, Rick Hardy negotiated an honors-to-honors articulation agreement with Southeastern Community College in West Burlington, Iowa.

[12] WIUQC Honors Convocation. The Centennial Honors College continues to host a separate Honors Convocation for qualified students graduating from the WIU Quad Cities campus. The event now takes place at the Taxslayer Center (formerly known as the iWireless Center) in Moline. In Spring 2018, Program Assistant Ms. Julie Schoonover, assumed the duties for administering the QC Honors Convocation (previously handled by Assistant to the Director, Ms. Alex Geisler).

-----**Honors College Accomplishments 2018-2019**-----

[01] Honors College Enrollment Increased. Enrollment in the Centennial Honors College has ratcheted up significantly over the past eight years. Total honor student enrollment was 516 (Fall 2010), 541 (Spring 2011) 540 (Fall 2011), 576 (Spring 2012), 594 (Fall 2012), 625 (Spring 2013), 667 (Fall 2013), 707 (Spring 2014), 697 (Fall 2014), 731 (Spring 2015), 800 (Fall 2015), 846 (Spring 2016), 1,000 (Fall 2017), 991 (Spring 2018), 1,001 (Fall 2018), and currently 898 (Spring 2019).

[02] Minority Honors Enrollment Increased. Over the past nine years, the number of Hispanic students has increased from 26/516 (or 5 percent of total students in Fall 2010) to 90/988 (or 9.0 percent of total students in Spring 2018) and 97/898 (or 10.8 percent in Spring 2019), while the number of African American students over the same period has increased from 15/516 (or 2.9 percent of total students) to a record 142/988 (or 14.4 percent of total students in Spring 2018) and 122/898 (or 13.6 percent in Spring 2019). For all categories by race, the number of minorities for the entire period (Fall 2010 to Spring 2019) witnessed a dramatic increase from 51/516 or 9.9 percent to a record 292/898 or 32.5 percent! In sum, minority membership in the Centennial Honors College is at an all-time high. (The total number of minorities (292) broken down is 17 Asian, 122 African American, 97 Hispanics, 33 two or more, 1 Pacific Islander and 12 others).

[03] Honor Students Advised Increased. From January 1, 2018 to December 31, 2018, Dr. Homer had 743 appointments with honors students. Between January 1 and June 30, Ms. Aurand had 301 advising appointments. Ms. Skein had 168 advising appointments between October 1, 2018 and December 31, Ms. Geisler had 292 pre-honors advising appointments between January 1, 2018 and December 31, 2018, and Dr. Jim Rabchuk had eleven advising appointments between September 2018 and December 31, 2018. Grand total advising appointments for the 12-month period of review was 1,515.

[04] Pre-Honors Program Expanded. In Spring 2018, there were 79 Pre-Honors students. Of those 38 earned the requisite 3.4 GPA to remain in the program. Thus, our success rate was 48 percent (38 of 79 students). Thus, we believe the program is a success.

[05] Honors Courses and Curriculum. The Honors College offered 53 courses (Spring 2018, Summer 2018, Fall 2018, and Spring 2019) involving 48 GH courses and 5 Honors FYE courses.

[06] Honors Instructors. Over the period of evaluation, the Honors College had 49 instructors--44 GH instructors and 5 Honors FYE instructors.

[07] In Course Honors Projects and Theses. We recorded 232 in-course proposals in Spring 2018, a record 236 in Fall 2018 (468 total in 2018), and 235 (and still counting) in Spring 2019. Concerning honors theses, there were 31 completed in Spring 2018, 3 completed in Summer 2018, and 6 completed in Fall 2018. In Spring 2018, we anticipate 36 completed honors theses.

[08] Modification of Honors Requirements. The new honors eligibility standards require students to fall into two of the following three categories: a) have an SAT score of 1180 or higher (or ACT composite of 24 or higher); b) be in the top 15 percent of graduating class in high school, or c) have a GPA of 3.4 or higher (based on

a 4.0 scale). These modified requirements do NOT water down our admission standards; rather, they merely comport with the national trend and make the Centennial Honors College more competitive in recruitment.

[09] New Honors Courses Approved (9). During the period of evaluation, the University Honors Council approved nine new honors courses, representing a wide range of subject matter. Additionally, two of the new courses developed include opportunities for international travel.

[10] Honors Outreach to Home School Association. In Fall 2018, Rick Hardy served on an ad hoc Committee on Home School Recruitment. The Committee identified various home school associations in the Macomb and QC areas and discussed ways to reach out and appeal to home school graduates. The Committee established new links for homeschoolers on our WIU webpage, including a link to the Centennial Honors College.

[11] Honors Sponsored Travel Courses. During the period, the Honors College offered two travel-related courses. Dr. Molly Homer generously donated two \$5,000 scholarships in the name of her late mother, Ms. Annette Homer, to be used to assist qualified students take honors travel courses and conduct research abroad. The University Honors Council awarded two travel grants during the period—John Nichols received a \$500 grant in Fall 2018 to study in the Czech Republic and Sara Devine received a \$500 travel grant to study in Ghana in Spring 2019.

[12] Undergraduate Research Day. The Centennial Honors College hosted the 15th annual Thomas E. Helm Undergraduate Research Day on April 18, 2018. There were 5 performance presentations, 19 podium presentations and 131 poster presentations. There were 207 total student participants.

[13] QC Undergraduate and Graduate Research Conference. QC Research Day was on April 26, 2018. There were 20 podium presentations and 21 poster presentations. There were 77 total student participants in. It should be noted that the QC Research Day does not judge research presentations. And, as stated above, the Grand Total Student Participants (both URD and QC) in 2018 was 284.

[14] QC Honors Recruitment and Advising. Dr. Jim Rabchuk has been quite busy since assuming the duties of QC Honors Coordinator in August 2018. He advises all QC honors students, represents the Honors College at QC Discover Westerns and recruitment fairs, and coordinates QC honors courses.

[15] Enhanced Webpage. The Centennial Honors College's website was significantly upgraded during the period of review. This included more features, visual enhancement, expanded social media outlets and a new virtual Hall of Fame. Credit goes to Ms. Alex Geisler and graduate students Ms. Vasuhda Jasti and Mr. Wil Gradle.

[16] Honors Living Learning Community. For the sixth straight year, freshmen honor students living on the Tanner Hall Honors Floor were permitted to move in a day earlier than other students. Upon arrival on August 17, 2018, the new students and their parents were greeted and the entire staff ate dinner with them in the Lincoln Room of the Union. Beginning in Fall 2019 all students in the Honors Living Learning Community, regardless of class, will be housed in the lower floors of Thompson Hall.

[17] Honors Welcoming Party. On August 29, 2018, the Centennial Honors College hosted its annual Welcome Back Ice Cream Social for all honors students, faculty and staff in the Garden Lounge of Malpass Library. Approximately 140 students enjoyed great food while making new friends and renewing academic friendships. President Jack Thomas, Interim Provost Kathleen Neumann, and members of the Honors staff offered remarks.

[18] Honors Advantage Rewards. We partnered with area businesses in establishing a rewards discount program for Honors students. A record 51 Macomb and Quad Cities businesses agreed to give students discounts until July 31, 2018. This is an increase from 17 business partners in 2016, 25 in 2017, and 40 in 2018, thanks largely to Ms. Kim Sedgwick. Some 723 honors students took advantage of discount cards in Spring 2019.

[19] Honors Mentor Program. The Centennial Honors College sponsors an "Honors Mentor Program"—a program in which upper division Honors students (Mentors) are given the opportunity to act as a role model and resource for other Western Illinois University students that are interested in joining the Honors College in an upcoming semester and, therefore, are a part of the Pre-Honors program. Mentors assist their mentees in understanding what it means to be an honors student at WIU including the benefits of being a part of the Honors College, the workload involved and unique opportunities for involvement.

[20] New Articulation Agreements. The Centennial Honors College has worked actively with Senior Vice President Joe Rives to negotiate articulation agreements with state and regional community colleges. In Spring 2019, Rick Hardy negotiated an honors-to-honors articulation agreement with Southeastern Community College in West Burlington, Iowa.

[21] Expand and Rename the Nation's First Honors College Think Tank. The Presidents Institute is arguably the first student-run think tank in the nation. This student organization empowers students through leadership roles, thinking and expressing themselves creatively, and participating in a dialogue about important issues facing the world today. Students assume the roles of Senior Research Fellows and Research Fellows under the guidance of faculty advisor Dr. Bill Knox. To avoid confusion with the newly created President's Executive Institute, in Spring 2018, student leaders opted to rename the think tank to "The Centennial Research Center."

[22] **Pre-Law Symposium.** The Centennial Honors College hosted the 17th Annual Pre-Law Symposium on October 9, 2018 in the Brattain Lounge of the University Union. Approximately 120 students participated.

[23] **Pre-Med Symposium.** On February 20, 2019 the Honors College hosted the Third Annual Dr. Jill M. Brody, MD and McDonough Eye Associates Pre-Med Symposium in the Brattain Lounge of the Union. Over 130 people attended the event.

[24] **Awards of Excellence.** The sixth annual Honors College Awards of Excellence were presented at Undergraduate Research Day on April 18, 2018. The Centennial Honors Award for Excellence in Teaching was Dr. Tammie Walker, Director of the School of Music, nominated by Ms. Jillian Escobar, and the Centennial Honors Award for Excellence in Mentoring was Dr. Brian Bellott, Associate Professor of Chemistry, nominated by Ms. Killian Tracey.

[25] **Nominations for Prestigious National Scholarships.** In Spring 2018, the Honors College nominated three students for the Goldwater, two students for the Truman Scholarship, and one student for the Boren Scholarship. Ms. Nicole Walker won Honorable Mention for the Goldwater Scholarship (becoming the third WIU student in the past three years to win that prestigious award), and Mr. John V. Nichols became the first WIU student nominated for the Boren Scholarship. In Fall 2018, we nominated one student for the Rhodes Scholarship. In Spring 2019, we nominated two students for the Goldwater, two students for the Truman, and one student for the Boren Scholarship.

[26] **Lincoln Laureate.** Centennial Honors student Ms. Nicole Walker was named Lincoln Laureate for Western Illinois University. She received his award at the Old State Capitol in Springfield, Illinois in November 2018.

[27] **Support of Mock Trial Team.** Over the period of review, the Honors College provided administrative assistance (Dr. Molly Homer) to secure Talent Grants (\$490 per student in 2017, \$420 per student in 2018, and \$150 to \$288 per student in 2019) for the WIU Mock Trial Team.

[28] **Constitution Day Celebration.** The Centennial Honors College again co-sponsored the annual federally-mandated Constitution Day Celebration on Monday, September 17, 2018 in the Garden Lounge of Malpass Library. The theme was “Citizenship and Immigration.” Some 65 students offered research on landmark decisions, famous judges, legislative enactments, and policies relating to citizenship and immigration. Approximately 100 students, faculty, staff and community members attended the event.

[29] **Honor Societies Under the Honors College.** The Centennial Honors College continued to serve as an umbrella for many national honor societies. These include: Phi Eta Sigma (national freshman honorary, under Ms. Diane Sandage [through Spring 2018] and Dr. Brian Bellott [beginning Fall 2018-Spring 2019]); Golden Key (international “honour” society), under Dr. Erik Brooks (Spring 2018); Tau Sigma Honorary (for transfer students), under Ms. Michele Aurand (Spring 2018) and Dr. Molly Homer and Ms. Krista Skein (Fall 2018-Spring 2019). During the period of review, Rick Hardy, Dr. Molly Homer, Dr. Erik Brooks, and Ms. Krista Skein served on the E-Board and co-chaired the Scholarship Committee for Phi Kappa Phi Honor Society. Dr. Brooks was elected Vice President of PKP in Fall 2018 and Ms. Krista Skein was chosen to replace him in Spring 2019.

[30] **Honors Hall of Fame.** Thanks to Trustee Wil Gradle in Spring 2018 the Centennial Honors College now has a virtual Academic Hall of Fame that digitally displays Western’s most accomplished students, past and present. Our Hall of Honors webpage is broken down into a number of categories. These include: Western’s Lincoln Laureates, Honors College Scholars, Honors Convocation Speakers, and Recipients and Finalists of Prestigious Scholarships, such as the Rhodes, Goldwater, Truman, Boren, Cook, Fulbright, Lagrant, Udall and Mitchell Scholarships. We are further developing categories and criteria to recognize Distinguished Student Leaders, Honors Alumni, Administrators, Faculty, Mentors and Advisors who have made significant contributions to WIU.

[31] **Special Recognition of Honors Staff.** During the period of review, three members of the Honors staff earned special recognition: 1) Dr. Molly Homer won “Academic Advisor of the Year” for 2018 by the WIU Council of Academic Advisors and has been nominated for the NACADA National Academic Advisor for the Year” for 2019. 2) Ms. Julie Schoonover served on the Civic Service Council in 2008-2019 and was promoted from Office Support Specialist to Program Assistant in Spring 2018. 3) Ms. Kim Sedgwick was promoted from Account Technician II to Special Events Facilitator in Spring 2018 and elected to the Prairieland Conservancy Board of Directors.

d. **Increase focus on internships, civic engagement, and service learning opportunities**

[01] **Constitution Day.** As noted above, for the past eight years the Centennial Honors College has been entrusted to organize the annual federally-mandated Constitution Day observances. The event takes place in the Garden Lounge of Malpass Library and is open to the public. On the average, there have been 75 to 80 posters presented and between 80 and 120 attendees annually.

[02] **Mock Trial Team.** As noted, *supra*, over the period of review, the Honors College provided administrative assistance (Dr. Molly Homer) to secure Talent Grants (\$490 per student in 2017, \$420 per student in 2018, and \$150 to \$288 per student in 2019) for the WIU Mock Trial.

[03] Student Honors Association's Civic Contributions. The Student Honors Association (SHA) under the guidance of Dr. Erik Brooks, Dr. Molly Homer and Ms. Lorii Smith continued to support civic activities in FY2018-2019. SHA met regularly and participated in the Adopt-a-Street program, organized the SHA Blood Drive for the Mississippi Valley Regional Blood Center, WIU Paint the Paws and Paint the Town event.

[04] Opportunities for College Student Personnel Practicum and Graduate Students. The Centennial Honors College continues to offer hands-on administrative opportunities for four WIU graduate students enrolled in the College Student Personnel (CSP) Program.

[05] Other Opportunities for Promoting Civic Engagement. Rick Hardy served as an analyst for KHQA TV, appearing on six broadcasts; moderated SGA debates for president, vice president, senators at large and Board of Trustees; taught an eight-week L.I.F.E. (Learning is For Ever) adult evening class on *Understanding the Bill of Rights* at the Spoon River Community Outreach Center. Ms. Alex Geisler served as a facilitator for the Macomb Business Academy for the Macomb Area Chamber of Commerce, and the Centennial Honors College co-sponsored Keynote Speaker Nikki Giovanni as part of African-American Awareness Month at the Gwendolyn Brooks Center.

e. Strengthen Relationships with Community College and International Partners. As noted *supra*, in Spring 2019, Rick Hardy negotiated an honors-to-honors articulation agreement with Southeastern Community College in West Burlington, Iowa.

f. Support undergraduate and graduate research opportunities.

[01] Undergraduate Research Day. As stated, *supra*, the Centennial Honors College again hosted the 15th annual Thomas E. Helm Undergraduate Research Day on April 18, 2018. There were 5 performance presentations, 19 podium presentations and 131 poster presentations. There were 207 total student participants.

[02] QC Undergraduate and Graduate Research Conference. As noted previously, in Spring 2018, helped plan the fourth annual WIU-QC Student Research Conference (April 26, 2017) which highlighted the following results: There were 20 podium presentations and 21 poster presentations. There were 77 total student participants.

[03] Undergraduate Research and Travel Grants (10) During the period of review, the University Honors Council approved eight \$200 Research Grants and two \$500 Travel Grants.

[04] Constitution Day—Class Sponsored Posters. As noted previously, the Honors College has taken the lead in organizing the annual federal-mandated U.S. Constitution Day observances. Four classes have regularly participated in the event: Rick Hardy's GH299 Leadership class, Dr. Erin Taylor's GH299 Political Simulation class, Dr. Kim Rice's POLS 319 Judiciary class, Dr. Erik Brooks' AAS 302 Black Intellectual Traditions class and Ms. Victoria Smith's POLS 420 Constitutional Law class. Ms. Kim Sedgwick also facilitated the event.

[05] Research Inspiring Student Excellence (RISE). The Centennial Honors College collaborated with Dr. Andrea Porrás-Alfaro to promote the newly established RISE program. This program promotes minority student research in the fields of chemistry, physics, mathematics and biological.

[06] Sponsored Student Presentations at Honors Conferences. In Spring 2018, Rick Hardy and Dr. Bill Knox took six undergraduates to the Upper Midwest Regional Honors Conference in Lamoni, Iowa on March 22-24.

g. Support scholarly/professional activity

[01] Support of Honors Staff Teaching. The Honors staff taught a number of courses throughout the period of evaluation. In Spring 2018, Dr. Erik Brooks offered GH 299—*Innovative Ideas*, GH 299—*Mass Resistance* (Civil Rights Travel Course), GH 299—*Political Cartooning* (with D. McArthur, and AAS 451—*Research Methods in African American Studies*; and Rick Hardy offered GH 333—*Independent Studies*. In Spring 2018, Rick Hardy offered an uncompensated 8-week LIFE (Learning Is For Ever) adult evening class *Understanding the Bill of Rights*, at the Spoon River CC Community Center. In Fall 2018, Rick Hardy taught GH 299—*President's Leadership Class* and GH 333—*Independent Studies*. And in Spring 2019, Ms. Alex Geisler taught one online section of GH 299—*Living Western's Core Values*.

[02] Dean's and Associate Director's Academic Activities.

Rick Hardy and Dr. Erik Brooks maintained their scholarly/professional activities during the period of evaluation. Dr. Brooks' long list of accomplishments is also found in the Department of Liberal Arts & Sciences' Consolidated Report for the College of Arts & Sciences.

[03] Dean's and Associate Director's Publications. During the period of review, Associate Director F. Erik Brooks' had two books accepted for publication.

2. Fiscal Responsibility and Accountability

a. Identify further efficiencies to meet challenges in the FY19 and FY20 budgets. We have scaled back significantly on travel, professional conference activities and supplies. Likewise, the Honors College has been able to postpone the purchase of new computers, by having old computers repaired, and has worked hard to repurpose materials and purchase materials by comparison shopping. Still, our budget remains tight.

b. Identify alternative funding sources

[01] **The 1983 Centennial Society.** During the period of review, Dr. Erik Brooks, in conjunction with the Foundation Office, continued to promote *The 1983 Centennial Society* (Theme: “Celebrating our Founding while Supporting our Future”). Its purpose is to identify donors and provide them with various levels of membership. Invitations were mailed to alums in Spring 2018.

[02] **External Grants for the Honors College.** During the period of evaluation Dr. Erik Brooks met with Ms. Shannon Sutton of the WIU Office of Sponsored Project to explore grant opportunities to fund the refurbishing of Simpkins Hall. We are currently waiting for the final approval of the project before we can apply for grants.

[03] **The President’s Executive Institute (PEI).** During the period of review, Rick Hardy served on the President’s Executive Institute (PEI), headed by Vice President Joe Rives and Ms. Becky Paulsen, to explore ways to secure external funding.

c. Develop and refine college priorities in fundraising

[01] **Short-Term Priorities.** Scholarship funding is imperative. While we are grateful for the new Centennial Scholarships, Presidential Scholarships and other scholarships administered by the Admissions and Foundation Offices to help us recruit freshmen and transfer students into the Honors College, we also are in dire need of scholarships for students *already* in the honors college.

[02] **Long-Term Priorities.** President Jack Thomas, with the support of the Board of Trustees, has given the Honors College the green light to relocate in Simpkins Hall. Rick Hardy and William Brewer formed a Task Force on Simpkins Hall to contract with an architecture/engineering firm to develop blue prints and conceptual drawings. Rick Hardy is also working closely with the President’s Executive Institute to cultivate private and corporate donors to complete the project.

2. Enhance Academic Affairs Role in Enrollment Management and Student Success

a. Increase focus on student internship opportunities.

[01] **Honors Recruitment.** The Centennial Honors College works closely with the Admissions Office to recruit students. During Fall 2018 and Spring 2019, the Centennial Honors College mailed 1075 personalized recruiting letters to qualified students, and to date have mailed 185 acceptance letters (compared to 132 in Spring 2018 and 51 in Spring 2017). The Honors College, of course, participated in all Discover Western and SOAR events, and attended many recruitment fairs.

[02] **New Articulation Agreements.** As noted repeatedly, in Spring 2019, Rick Hardy negotiated an honors-to-honors articulation agreement with Southeastern Community College in West Burlington, Iowa.

[03] **Honors College Student for a Day.** In Fall 2017, the Honors College initiated a pilot program called "Honors College Student for a Day." All students were presented WIU t-shirts and certificated commemorating their special day. The Honors College worked with Dr. Joe Rives and his staff to implement a modified version of this event for the Quad Cities in late April. Some 20 students participated.

[04] **Phi Theta Kappa Alumni Association.** To facilitate the transfer of honors students from community colleges, Rick Hardy continued to work with Western’s Phi Theta Kappa Alumni Association in 2017-2018.

[05] **Tau Sigma National Honor Society.** Ms. Michele Aurand founded a chapter of Tau Sigma in Spring 2014 and continue to serve as its faculty advisor during 2017-2018. This is a national academic society for honor students who transfer to Western from other four-year institutions. In Spring 2019, Dr. Molly Homer and Ms. Krista Skein assumed responsibility for overseeing this honor society.

[06] **President’s Reception for High School Students.** Rick Hardy worked closely with the Admissions Office to host 16 high school students and their guests at the President’s House on February 7, 2018. Rick Hardy gave a brief talk about the Honors College and met individually with each student concerning the benefits of joining the honors college.

b. Continue to expand Distance Learning opportunities. The Centennial Honors College now has five on-line honors courses on the books. We continue to explore expanding online offerings for honor students, especially during the summer months and for QC honors students.

c. Explore additional initiatives to enhance retention and graduation rates. Dr. Molly Homer, Ms. Krista Skein and Ms. Alex Geisler regularly audit students’ course plans and grades, and invite those needing additional help to make advising appointments. Rick Hardy also counseled students with academic needs and serves as the colleges’ pre-law advisor.

d. Increase outreach efforts with prospective students.

[01] **Honors College Student for a Day.** As note above, during the past reporting period, the Honors College initiated a pilot program called "Honors College Student for a Day," whereby current honors students were invited to nominate outstanding high school students to become "Honors Students for a Day." In April 2018, the Honors College worked with Dr. Joe Rives and his staff to implement a modified version of this event for the Quad Cities. An estimated twenty students participated.

[02] **The Right Choice Sign Campaign.** Honors College helped launched the “Right Choice” campaign in Fall 2017 and Spring 2018. We took responsibility for distributing 2,000 18” X 24” yard signs and 90 4’ X 8’ signs.

The vast majority of credit goes to our Honors Graduate Assistant Mr. Wil Gradle, who expended countless hours networking with the WIU Alumni Association, the WIU Athletic Department, the Student Government Association and myriad student organization to distribute these signs over a 16-county region.

e. **Support access, equity, and multicultural initiatives for entire campus community**

[01] Honors Mentors for the Pre-Honors Program. As noted *infra*, the Honors College also has a Mentors Program, whereby current honors students serve as role models and help qualified Pre-Honors Students (Mentees) transition into the Honors College. Each semester, eight to twelve Mentors are paid through Talent Grants administered by Dr. Molly Homer, and supervised by Ms. Alex.

[02] Promote Diversity in Hiring Honors Graduate Assistants, Practicum Students, Student Workers and Honors Ambassadors. During the period of review, the Centennial Honors College employed ten students from traditionally under-represented groups, including two graduate assistants, two undergraduate student workers, one practicum student, and five undergraduate student mentors/ambassadors. Moreover, two of these eleven students were international students.

[03] Research Inspiring Student Excellence (RISE). The Centennial Honors College collaborated with Dr. Andrea Porras-Alfaro to promote the newly established RISE program. This program promotes minority student research in the fields of chemistry, physics, mathematics and biological sciences by providing counseling, internships and scholarships.

[04] Retention of Chicago Area Students with the “To and Through Program.” In Spring 2018, President Jack Thomas received a \$100,000 grant from the Steans Family Foundation to implement a pilot program to help needy students from the Chicago area enhance their chances of success in college. Dr. Erik Brooks and Rick Hardy served on a committee headed by Dr. Jason Woods to develop, implement and assess a retention program using these foundation funds.

4. **Focus on International Recruiting and Education Opportunities**

a. **Continue to increase the number of international students.** During the period of review, Rick Hardy, Dr. Molly Homer, and Ms. Krista Skein met with Dr. Pedro Bidegaray and Ms. Kim McDaniel from the WIU Study Abroad Office to explore ways of expanding opportunities for honors students to travel abroad.

b. **Increase awareness of study abroad opportunities**

[01] Global Awareness Honors Course. In recent years, the Centennial Honors College has offered two courses developed by the Center for International Studies: GH 299—“Developing Intercultural Competence through Study Abroad” and GH 299—“International Competence.” Unfortunately, these courses were cancelled after failing to make threshold enrollments.

[02] Honors Sponsored Travel Courses. In Spring 2018, two honors students each received \$1,000 Annette Homer Travel Grants (Erin Trybulec to study in Puerto Rico and Margarita Sotelo to study in Peru).

[03] Global Issues Courses. The Honors College offered two Global Issues Courses: Anthropology 110Y and Economics 351H during the period.

[04] Boren Scholarship. In February 2018, the Centennial Honors College nominated biology senior John Nichols, whose proposal called for a six-month study of agriculture in the Czech Republic. This is Western’s first institution nominee for the Boren. Also, in 2018, Ms. Lindsey Posmanick, a former Honors College Scholar and currently a graduate student at the University of Denver, won a Boren Scholarship to study in South Korea.

[05] Fulbright Scholarship. Rick Hardy worked closely with the Center for International Studies to recruit, select and prepare students for the Fulbright Scholarship. During the period of review, Dr. Erik Brooks was appointed to serve of the Fulbright Selection Committee.

[06] Promotion of Study Abroad. a) Ms. Michele Aurand staffed a table for the Honors College at the Study Abroad Fair in Spring 2018. b) Rick Hardy invited Ms. Kim McDaniel to present Study Abroad opportunities in his GH 299—President’s Leadership class, Fall 2018. c) Rick Hardy invited Vin Auger to present opportunities to participate in the Model United Nations simulation in his GH—299 President’s Leadership class, Fall 2018. Finally, as noted above, d) Dr. Molly Homer, Ms. Krista Skein and Rick Hardy continue to work with the Study Abroad Office to enhance international opportunities for honors students.

[07] Undergraduate Travel Grants. During the period of review, the University Honors Council awarded two study abroad travel grants: 1) “*The Czech Republic*,” \$500 request, submitted by Nicholas V. Nichols (Interdisciplinary Studies), to supplement his Boren Scholarship, and 2) Travel Grant, “*Study of Music and Culture in Ghana*,” \$500 request, submitted by Sara Devine with faculty supervisor Dr. Richard Cangro, School of Music. As noted previously, in Spring 2018, two honors students each received \$1,000 Annette Homer Travel Grants—Erin Trybulec to study in Puerto Rico and Margarita Sotelo to study in Peru.

c. **Develop additional academic partnerships with international institutions of higher learning.** In Spring 2019, in conjunction with the Study Abroad Office, Ms. Krista Skein and Dr. Molly Homer explored ways to establish a semester-long honors curriculum in conjunction with a university in Barcelona, Spain. Unfortunately, the program appears too expensive to be feasible.

d. **Strengthen relationships with embassies and host countries**—*Not Applicable*

5. **Facilities Enhancement and Technology Support**

a. **Support for Center for Performing Arts**—*Not Applicable*

b. **Support for the LEJA Crime Lab**—*Not Applicable*

c. **Pursue support for an updated Centennial Honors College facility.** —*New Academic Home for the Centennial Honors College.* Over the period of review, Rick Hardy and Dr. Erik Brooks worked closely with the President Jack Thomas, Members of the Board of Trustees, Provost Kathleen Neumann, Vice President Joe Rives, Chief of Staff Paul Schlag and other members of his administration to find a suitable location to relocate the Centennial Honors College to Simpkins Hall. President Thomas tasked Rick Hardy and Architect William Brewer to co-chair a representative Task Force to move forward with architectural and engineer plans for the project.

d. **Strategically fund technology updates and advancements in technology.** —*Not Applicable*

e. **Support major capital budget initiatives.** —*Not Applicable*

C. **Indicate measures of productivity by which the unit's successes can be illustrated.**

1. **Number of Honors Students.** Arguably the single most important indicator of our unit's success is the number of students in the Honors College. As noted *supra*, enrollment in the Centennial Honors College has ratcheted up significantly over the past eight years. Total honor student enrollment was 516 (Fall 2010), 541 (Spring 2011) 540 (Fall 2011), 576 (Spring 2012), 594 (Fall 2012), 625 (Spring 2013), 667 (Fall 2013), 707 (Spring 2014), 697 (Fall 2014), 731 (Spring 2015), 800 (Fall 2015), 846 (Spring 2016), 1,000 (Fall 2017), 991 (Spring 2018), 1,001 (Fall 2018), and currently 898 (Spring 2019).
2. **Number of Minority Honors Students.** Over the past nine years, the number of Hispanic students has increased from 26/516 (or 5 percent of total students in Fall 2010) to 90/988 (or 9.0 percent of total students in Spring 2018) and 97/898 (or 10.8 percent in Spring 2019), while the number of African American students over the same period has increased from 15/516 (or 2.9 percent of total students) to a record 142/988 (or 14.4 percent of total students in Spring 2018) and 122/898 (or 13.6 percent in Spring 2019). For all categories by race, the number of minorities for the entire period (Fall 2010 to Spring 2019) witnessed a dramatic increase from 51/516 or 9.9 percent to a record 292/898 or 32.5 percent! In sum, minority membership in the Centennial Honors College is at an all-time high. (The total number of minorities (292) broken down is 17 Asian, 122 African American, 97 Hispanics, 33 two or more, 1 Pacific Islander and 12 others).
3. **Number of Honors Students Advised.** Grand total advising appointments for the 12-month period (January 1 – December 31, 2018) was 1,515.
4. **Number of Honors Courses Offered.** The Honors College offered 53 courses (Spring 2018, Summer 2018, Fall 2018, and Spring 2019) involving 48 GH courses and 5 Honors FYE courses.
5. **Number of Honors Instructors.** Over the period of evaluation, the Honors College had 49 instructors--44 GH instructors and 5 Honors FYE instructors.
6. **Number of In-Course Honors Projects and Theses.** We recorded 232 in-course proposals in Spring 2018, a record 236 in Fall 2018 (468 total in 2018), and 235 (and still counting) in Spring 2019. Concerning honors theses, there were 31 completed in Spring 2018, 3 completed in Summer 2018, and 6 completed in Fall 2018. In Spring 2018, we anticipate 36 completed honors theses.
7. **The Number of New Honors Courses Approved.** During the period of evaluation, the University Honors Council approved nine new honors courses, representing a wide range of subject matter.
8. **The Number of Students in the Pre-Honors Program.** In Spring 2018, there were 79 Pre-Honors students. Of those 38 earned the requisite 3.4 GPA to remain in the program. Our success rate was 48 percent (38 of 79 students). Thus, we believe the program is a success.
9. **Number of Participants in Undergraduate Research Day.** For URD 2018, there were 5 performance presentations, 19 podium presentations and 131 poster presentations. There were 207 total student participants.
10. **Number of Participants in the QC Annual Research Conference.** QC Research Day was on April 26, 2018. There were 20 podium presentations and 21 poster presentations. There were 77 total student participants in Spring 2018. It should be noted that the QC Research Day does not judge research presentations. And, as stated above, the Grand Total Student Participants (both URD and QC) in 2018 was 284.
11. **Number of New Articulation Agreements.** As stated repeatedly, in Spring 2019, Rick Hardy negotiated an honors-to-honors articulation agreement with Southeastern Community College in West Burlington, Iowa.
12. **Number of Students Nominated for Prestigious National Scholarships.** In Spring 2018, the Honors College nominated three students for the Goldwater, two students for the Truman Scholarship, and one student for the Boren Scholarship. Ms. Nicole Walker won Honorable Mention for the Goldwater Scholarship (becoming the third WIU student in the past three years to win that prestigious award), and Mr. John V. Nichols became the first WIU student nominated for the Boren Scholarship. In Fall 2018, the Honors College one student for the Rhodes Scholarship. In Spring 2019, the Honors College nominated two students for the Goldwater, two students for the Truman, and one student for the Boren Scholarship.
13. **Number of Honors Students Graduating.** In Spring 2018, 106 students successfully graduated as Honors Scholars (compared to 95 in Spring 2017, 84 in Spring 2016 and 72 in Spring 2015); in Summer 2018, 16 graduated as Honors Scholars (compared to 17 in Summer 2017, 16 in Summer 2016 and 17 Summer 2015); and in Fall 2018, 32 graduated as

Honors Scholars (compared to 37 in Fall 2017 and Fall 2016 and 32 in Fall 2015). Thus, for the period of review we graduated 154 Honors Scholars. We anticipate 110 students will graduate as Honors Scholars in Spring 2019.

D. Describe how the division used any of the following categories of funds to enhance accomplishments and productivity:

1. Western Illinois University Foundation funds

Honors Foundation Accounts: Ms. Alex Geisler administers the foundation scholarships pertaining to the Centennial Honors College. During the period of review our scholarship committee selected the following students for scholarships. Cecile A. Christison Sterrett Award, Rebecca Graham (\$1,350); Ernest J. Codilis Jr. Pre-Law Scholarship, Cole Burton (\$10,000); Martin Dupuis Leadership Award for Historically Under Represented Communities, Camille Cotton (\$1,300); Charles H. "Chick" & Barbara Joan Flack Pre-Law Scholarship, Crystal Wilson (\$1,250); Maakestad/Wolf Scholarship, Nancy Davila (\$2,500); Dan & Laura Webb Pre-Law Scholarship, Trenton Schmit (\$10,000); Keith Webb Memorial Scholarship, Molly Gualandri (\$1,500); Annette Homer Travel Grant, Morgan Knutsen (\$500), Jordyn Spangler (\$500), Kaitlynn Fox (\$500), Shelby Davin (\$500), Ramat Dada (\$500), Margarita Sotelo (\$1,000), and Erin Trybulec (\$1,000).

2. Funds available due to vacant positions or dollars saved through hiring of new personnel at whatever level those funds reside—*Not Applicable*

3. Grants, contracts, or local funds—*Not Applicable*

4. Internal Reallocations: For reallocations over \$20,000, identify the amount, area that was reallocated from, and the priority that funds supported—*Not Applicable*

5. Other funding sources

a. **Honors Development.** In February 2018, Rick Hardy, Dr. Erik Brooks and Ms. Alex Geisler met with Vice President Brad Bainter and Mr. Paul Bubb, the new Executive Director of Development, to discuss the restructuring and reassignment of development as it relates to Honors. Dr. Brook agreed to serve as the point person concerning future development to free up Ms. Geisler's other reassigned duties. However, in August 2018, Dr. Brooks left WIU to pursue a deanship at Kentucky State University. At this time Mr. Bubb is serving as a temporary develop officer until we can restructure honors duties. Finally, as noted oftentimes, the Centennial Honors College is now working closely with the President' Executive Institute to identify new honors benefactors.

b. **The 1983 Centennial Society.** The Honors College in conjunction with the Foundation Office created The 1983 Centennial Society (Theme: "Celebrating our Founding while Supporting our Future").

c. **Annual Fund.** During the period of review, the Centennial Honors College received approximately \$60,550 in Gifts and \$36,600 in Pledges.

d. **Undergraduate Research Day Funding.** The Centennial Honors College elicited internal funding (viz., internal transfers) for the Annual Thomas Helm Undergraduate Research Day, held on April 18, 2018. The College received \$250 from the College of Arts & Sciences, \$250 from the College of Education & Human Services, \$250 from the College of Business & Technology, \$250 from the College of Fine Arts & Communication, and \$250 from the University Library. Additional external funding was provided by Thomas Helm \$500.

e. **Pre-Med Symposium Funding.** The Centennial Honors College received enough funding to endow in perpetuity the Annual Pre-Med Symposium. Benefactors were: Dr. Jill Brody/McDonough Eye Consultants (\$37,500); Dr. Donald Dexter (\$5,000), Dr. Russell R. Dohner (\$2,500), Dr. Amy High (\$5,000), Dean Susan Martinelli-Fernandez (\$6,000), Dr. Samuel and Virginia Samuelson (\$5,000); Dr. David Miller and Mary Kathleen Lockhard (\$5,000); Dr. David Greathouse (\$2,500) and the Western Illinois University Foundation (\$500). The Honors College hosted the third annual Pre-Med Symposium on February 20, 2019 in the Brattain Lounge. For that event we received \$100 from the Department of Chemistry, \$100 from the Department of Health Sciences & Social Work, \$100 from the Department of Biological Sciences, \$100 from the Department of Kinesiology, \$200 from the College of Arts & Sciences, and \$500 from the Foundation Office.

E. For Each calendar year January 1, 2018, to December 31, 2018, provide the total number of scholarly/professional activities in your area for the following categories: During the period of evaluation, Associate Director Dr. Erik Brooks was under contract to write two books.

II. Budget Enhancement Outcomes for FY19

For each budget enhancement received in FY19 complete—temporary or permanent—(i.e., 1% give back, end of year money) complete an accountability report form. Be specific about approved productivity measures. **Accountability Report form (Attachment A).** The Centennial Honors College did not receive a budget enhancement during the period of review.

III. Reductions for FY19

A. Discuss Staffing and Operational Reductions Implemented in FY19

1. **Staffing Reduction and Reassignment of Office Duties.** During the period of evaluation, all honors staff wrote and submitted revised job descriptions that comport with the new regulations and forms. Human Resources subsequently reclassified one honors staff member—Ms. Alex Geisler. Ms. Geisler classification was changed from Assistant to the Dean to Program Coordinator and placed under Civil Service. Unfortunately, this position was eliminated by the March 1, 2019 cuts and she was notified that her job would be terminated on April 1, 2019, subject to appeal. We are in the process of dividing up Ms. Geisler’s duties with the remain honors staff. The Honors College will be losing its graduate assistant and three student workers at the conclusion of the Spring 2019 semester. Finally, during the period of review, Ms. Aurand left the Honors College to take an administrative position on the Macomb campus. CAS Assistant Dean Jim Rabchuk agreed to serve as the Honors Coordinator for the QC campus.
 2. **Operational Reductions.** We have scaled back significantly on travel, professional conference activities and supplies, and has been able to postpone the purchase of new computers, by having old computers repaired, and repurpose items and purchase materials by comparison shopping. Still, our budget remains extremely tight.
- B. In Response to Item A (above) include the dollar amount for these reductions and whether the reductions result from a one-time or continued savings.**

As stated repeatedly, the Centennial Honors College is growing, and given its pivotal position in the Strategic Plan, we anticipate budget enhancement, not budget reduction. Savings noted in Item A above include: 1) Savings from cancelling participation in the annual National Collegiate Honors Council conference was \$2,200 (registration, hotel, transportation) and the savings for not attending the Honors Council of the Illinois Region was \$350 (for registration and transportation). This is likely a one-time savings, due to the administration’s expectations for conference participation. And 2) the cost reduction associated with the electronic invitations for Honors Convocations. This will redound in an annual cost savings of \$300 in postage and staff time. If this plan works, this would be a continued savings.

BUDGET YEAR Fiscal Year 2020

IV. Major Objectives and Productivity Measures for FY20

- A. List the most important goals and objectives the division will pursue in FY20, and how these actions will be measured/assessed.**
1. **Relocate the Centennial Honors College to Simpkins Hall.** The current location in Malpass Library is woefully inadequate. The Honors College has nearly doubled in seven years, now hovering at 1,000 students. The space is too small, offices lacks privacy, and we are too dependent on the Library. The Honors College runs the risk of violating FERPA and ADA laws. *Projected Action Frame:* Both Short-Term and Long Term. [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.] *Action Taken:* After careful planning and many meetings, President Thomas and Board of Trustees agreed that Simpkins Hall (top floor and ½ would be the future home of the Honors College. Simpkins needs a complete makeover to comply with ADA and provide private offices and classroom space. President Jack Thomas charged Director Rick Hardy and WIU Architect William Brewer to co-chair a task force to develop a plan of action to renovate Simpkins Hall and make the space functional for the Honors College. We now have preliminary plans presented by the architects Holabird & Root. See, the WIU news release. http://www.wiu.edu/news/newsrelease.php?release_id=15285
 2. **Establish an Honors Academy.** The Honors College does not always get the best faculty to teach honors courses. Currently, the Honors College takes whomever Department Chairs/Directors release. Some honors instructors do not have terminal degrees or publication records. Additionally, the Honors College cannot evaluate those teaching honors courses. We therefore seek funding to “buyout” faculty to teach honors courses on a regular basis. We need to create an Honors Academy through joint appointments, must submit CVs and teaching evaluations. *Estimated Cost:* \$80,000/year (\$20,000 for 4 core faculty offering 2 3SH classes per year). *Projected Action Frame:* Both Short-Term and Long Term [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.]. *Action Taken:* None, albeit President Thomas has indicated repeatedly that he supports the creation of an honors academy.
 3. **Establish an Integrated Honors Curriculum.** Honors courses lack consistent quality. We need core gateway honors courses, domestic travel courses, and increased opportunities for Study Abroad. Ideally, the Honors College should have three-to-four-year teaching rotations to facilitate course scheduling. *Projected Action Frame:* Both Short-Term and Long Term. [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.] *Action Taken:* The dean has met with academic deans to explore options.
 4. **Continue to Increase Total Enrollment of Honors Students.** During Fall 2018, we registered an all-time high of 1,001 students. A realistic goal is to have 1,100 to 1,200 students in the honors program in any given year. *Measure:* The total number of students in the Honors College. *Projected Action Frame:* Short-Term to Long-Term (next 12 months and beyond) [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.]. *Action Taken:* Honors recruitment is ongoing and continuous.
 5. **Continue to Increase Diversity of Honor Students.** In the next year, we plan to be vigilant in identifying qualified and potentially qualified minorities through on-campus recruiting and the Honors Mentor program. *Measure:* The number of minority students in the honors program. *Measure:* The number of minority students honors program. *Projected Action*

Frame: Short-Term (next 12 months and beyond) [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.] *Actions Take:* The Honors College continues to recruit students (and faculty members) from under-represented groups.

6. **Upgrade Computers for the Honors Staff.** We need computers. We therefore request: 2 Dell OptiPlex 5050MT Desktop Computers @ \$729; 2 Dell 23 Monitors #P23714 @ \$171.00; 2 Dell Business Docks-WD15 with 180W adopters @ \$187.49; 1 Dell Latitude 5490 @ \$1,216.00; and 1 Dell Adapter-Mini Display Port @ \$17.00. Total \$2,208.98. Recommendations and estimates obtained by Ms. Julie Schoonover and the WIU Purchasing Office.
7. **New Honors Brochures.** Our current recruitment tri-fold brochure is painfully out of date. We have had to sticker over incorrect and outdated information, making the Honors College look unprofessional and unappealing to discerning prospective honors recruits. We also are nearly out of our newest honors tri-fold, entitled “*Myth versus Reality: Common Misconceptions about the Centennial Honors College.*” Both brochures are absolutely essential to help recruit both incoming and on-campus honors students. The cost of 3,000 new brochure, with production design and printing is estimated at \$2,300. *Projected Action Frame:* Short-Term (next 12 months and beyond) [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.]
8. **Hire an Associate Dean for the Honors College.** In August 2018, Dr. Erik Brooks, the Honors College’s full-time Associate Director, resigned his position. The position is still on the books, but the position has not been filled due to retrenchment. In the absence of Dean Hardy, there is no person authorized to sign documents or represent the Centennial Honors College on the Deans Council, University Honors College or other functions. We therefore believe it is not unreasonable, and absolutely imperative, that the Centennial Honors College add a full-time Associate Dean. *Projected Action Frame:* Both Short-Term and Long Term. [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.]
9. **Add a Third Academic Advisor to the Honors College.** As our honors enrollment has increased, so has the need for academic advising. Currently, Dr. Molly Homer advises all Macomb honors students whose last names beginning A through L (roughly 500), Ms. Krista Skein advises all Macomb honors students whose last name begin with M through Z (about 500), and Dr. Jim Rabchuk advises all Quad Cities honors students (approximately 50). Both Dr. Homer and Ms. Skein have other assigned honors responsibilities that far exceed any other academic advisors on campus. By comparison, a national survey by NACADA (The National Academic Advising Association) reveals that the average workload is 296 students per advisor. Illinois State University, for example, has five honors advisors for 1,200 students. We therefore believe it is not unreasonable, and absolutely imperative, that the Centennial Honors College add a third, full-time academic advisor. *Projected Action Frame:* Both Short-Term and Long Term. [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.]
10. **Reinstitute and Expand the “Honors Student for a Day” Program.** As noted *supra*, in Fall 2017, the Centennial Honors College initiated a pilot program called “Honors Student for a Day.” We would like to reinstitute and expand the program in 2020 to include 25 to 30 high school students. This will cost an estimated \$500 for cost of food, certificates and honors t-shirts. If only one of those students subsequently attends Western, then this would more than pay for the costs. *Projected Action Frame:* Short-Term (next 12 months and beyond) [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.]
11. **Strengthen Efforts to Compete for Major Scholarships.** Winning prestigious national and international scholarships has become an important litmus test for honors colleges. It takes significant time and effort to identify, recruit and prepare students for these competitive scholarships. *Measure:* The number of students we nominate and the number of students who become finalists or winners. *Projected Action Frame:* Short-Term (12 months and beyond) [G1.A1(c)/G2.A1(a,b,c)], [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.]. *Actions Taken:* We continue to recruit, prepare and nominate qualified students for these prestigious awards.
12. **New Honors Floor Banners.** The Centennial Honors College needs two new vertical floor banners (one for the Macomb campus and one for the QC campus) to be used at all Honors events (Discover Western, On-Campus Recruitment, Pre-Law and Pre-Med Symposium, Undergraduate Research Day, etc.). These gold-and-white-on-purple retractable floor banners, measuring 24” X 80” and costing \$160 each (\$320 total), contain our Honors logo with the following message: “*The Honors Advantage—Membership Based Solely on Merit.*”
13. **Gonfalon for Honors Convocations and Graduation Ceremonies.** The Centennial Honors College is the ONLY college without a gonfalon—even at its own ceremony—The Honors Convocation! The Honors College should be elevated to the same level as these other academic units. If the School of Graduate Studies has a gonfalon, then the Centennial Honors COLLEGE deserves one. *Projected Action Frame:* Short-Term (12 months and beyond) [G1.A1(c)/G2.A1(a,b,c)], [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.]. Estimated cost: \$1,000. Special note: The gonfalons were first purchased in 2009 at a cost of \$1,000 each, including the banner, cross-bars, display pole, and base. We assume the price has gone up somewhat in the past decade.
14. **Increase Travel Opportunities for Undergraduate Research Presentations.** It is imperative for the Centennial Honors College to gain greater state, regional and national visibility through conference participation by our honors students. We must increase student research presentations at HCIR, UMWHC and NCHC. This requires funding for registration fees, travel and lodging. *Estimated Cost:* \$5,000. *Measure:* The total number of students who present at honors conferences. *Projected Action Frame:* Short-Term (12 months and beyond) [G2.A1(g)/G2.A2(a)/G3.A2(a)], [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.]

B. Of the objectives identified above, please indicate which are directly related to 2017-2027 Strategic Plan.

Here are the relevant passages relating to the Centennial Honors College:

“Goal 1. Stabilize Enrollment at 10,000 Students and Continue Enrollment Growth

Priority 1: Engage in Educational Outreach and Recruitment Activities

Action 12: Positioning the Centennial Honors College at the forefront of the University by:

- a. Increasing the number of honors courses and enrollment
- b. Launching a Task Force with the objectives of relocating the Centennial Honors College to high profile locations on both campuses
- c. Benchmarking and implementing national best practices in serving honors students”

C. For Strategic Plan action items noted above, indicate whether you intend to have the action completed in the short-term (next 12 months), mid-term (2-4 years), or long term (5+ years). All of the objectives listed above comport with the Strategic Plan. The projected time frame for each action is listed above.

V. Technology Goals and Objectives

- A. List the most important technological goals and objectives the division will pursue in FY20, and how these will be measured/assessed. Most of our computers need upgraded. We therefore request: 2 Dell OptiPlex 5050MT Desktop Computers @ \$729; 2 Dell 23 Monitors #P23714 @ \$171.00; 2 Dell Business Docks-WD15 with 180W adopters @ \$187.49; 1 Dell Latitude 5490 @ \$1,216.00; and 1 Dell Adapter-Mini Display Port @ \$17.00. Total \$2,208.98.
- B. Describe how these objectives build upon goals in divisional and/or institutional strategic plans. Computers are essential to our academic enterprise.
- C. For each technology item, indicate whether you intend to have the action completed in the short-term (next 12 months), mid-term (2-4 years), or long term (5+ years). Action: Short-Term, Computers should be replaced every 5 years, if not sooner.

VI. Internal Reallocations and Reorganizations: Western Illinois University-Macomb

- A. What are planned FY20 reallocations or reorganizations, including the movement of positions, the upgrade of positions, the creation of new positions, or the reallocation of personnel or operating funds?
 1. **Staff Reassignment.** As detailed above, the position of Assistant to the Dean of the Honors College (presently held by Ms. Alex Geisler) was eliminated by the March 1, 2019 cuts and she was notified that her job would be terminated on April 1, 2019, subject to appeal. We are in the process of dividing up Ms. Geisler’s duties with the remain honors staff. Additionally, the Honors College will be losing its graduate assistant and three student workers at the conclusion of the Spring 2019 semester. This, too, will put added pressure on the existing staff and those duties will be reassigned as necessary.
 2. **Establish an Integrated Honors Curriculum.** The Honors College’s current course offerings are a hodgepodge. Courses lack consistent quality. We need core, gateway honors courses, domestic travel courses, and increased opportunities for Study Abroad. Ideally, the Honors College should have three-to-four-year teaching rotations to facilitate course scheduling. *Projected Action Frame:* Both Short-Term and Long-Term. [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.] *Action Taken:* The Director and Associate Director have met with academic deans to explore options. The Honors staff has also met with Study Abroad personnel to promote international travel for honors students.
 3. **Establish an Honors Academy.** The Honors College does not always get the best faculty to teach honors courses. Currently, Honors College takes whomever Department Chairs/Directors release. We therefore seek funding to “buyout” faculty to teach honors courses on a regular basis. We need to create an Honors Academy through joint appointments, must submit CVs and teaching evaluations. *Estimated Costs:* \$80,000/year (\$20,000 for 4 core faculty offering 2 3SH classes per year). *Projected Action Frame:* Both Short-Term and Long-Term [HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.] *Action Taken:* None, albeit President Thomas has indicated repeatedly that he supports the creation of an honors academy.
- B. How do these reallocations and reorganizations further Strategic Plan goals and objectives? It is all about Academic Excellence. The Centennial Honors College should be the heart and soul of our academic enterprise. As the Honors College goes, so does the reputation of Western Illinois University. It is not an expense; it is a wise investment in our university’s future. The specific goals for each item are listed above.
- C. Describe how all reallocations, permanent and temporary, will affect the unit’s standard performance measures. The change in positions should enhance the reputation of the Centennial Honors College and foster recruitment of outstanding undergraduate students at both the Macomb and Quad Cities campuses.
- D. How are you finding new funds?
 1. **Describe divisional strategies to seek additional resources (e.g., grants, Foundation)**
The proposed new, full-time Associate Dean of the Honors College will have responsibilities to: a) seek grants and b) identify, contact and cultivate potential donors.
 2. **Provide an explanation of how additional resources would be used to enhance divisional objectives**
Additional resources will be used to seek external funding (to secure scholarships, program funds, travel funds, and other opportunities for honors students) and promote qualified students for major scholarship competition.
 3. **Summarize long-term external funding goals that extend beyond FY20**

The ultimate objective of a quality honors college is to have its own building (with class rooms, boardroom, library, computer spaces, private offices for advising, restrooms, and a lounge area for students to socialize and discuss issues of the day), full-time staff (Dean, Associate Dean, Honors Assistants, Honors Advisors, Support Staff) and its own Honors Academy (the best faculty on campus), and a fully integrated core curriculum.

4. Develop indicators to track attainment of goals

Same indicators listed above. Total enrollment in the Centennial Honors College, increased diversity, growth of the honors program in the Quad Cities, increased participation in Undergraduate Research Day, accelerated efforts to win major scholarship, etc.

VII. Internal Reallocations and Reorganizations: Western Illinois University-Quad Cities

A. What are planned FY20 reallocations or reorganizations, including movement of positions, upgrades of positions, creation of new positions, and/or reallocation of personnel or operating funds.

As detailed *supra*, during the period of review, Ms. Michele Aurand, our QC honors advisor, left the Honors College to take an administrative position on the Macomb campus. The Honors College agreed to pay CAS Assistant Dean Jim Rabchuk a one-month stipend to serve as the Honors Coordinator for the QC campus. Since August 2018, Dr. Rabchuk has attended Discover Westerns and myriad QC recruitment events, advised all QC honors students, actively sought QC-based professors to offer honors courses, explored creative funding opportunities, and created ways to expand and improve on the QC Research Day and QC Honors Convocation. This arrangement seems to be working out well for all parties concerned. We are hopeful that Dr. Mindrup, Dr. Rives, Dr. Martinelli-Fernandez, and Provost Clow will allow us to continue employing Dr. Rabchuk as our QC Honors Coordinator.

B. How do these reallocations and reorganizations further Strategic Plan goals and objectives?

Measure: The number of students in the QC honors program. *Projected Action Frame:* Short-Term and Long-Term investment. [G1.A1(e,f)/G3.A1(h,j,k), *HCHE 2017-2027 Plan, Goal 1, Priority 1, Action 12, a,b,c.*] *Actions Taken:* We are working with Dr. Jim Rabchuk to achieve this goal.

C. Describe how all reallocations, permanent and temporary, will affect the unit's standard performance measures.

The honors college is the academic hub of the entire university. This institution is charged with recruiting, educating, promoting and showcasing the achievements of our best and brightest students. Thus, as the Centennial Honors College goes, so goes the entire university. The QC Honors Program has tremendous room for growth. Having the right resources available in at the Riverfront Campus will foster that growth, both in terms of the numbers of students and their educational opportunities.

D. How are you finding new funds?

1. Describe divisional strategies to seek additional resources (e.g., grants, Foundation)

The Honors Dean is working with the Foundation Office to identify and cultivate donors. Goals and strategies are detailed *supra*. Additionally, the Rick Hardy is working closely with the President's Executive Institute and the President's Task Force for Simpkins Hall to identify and cultivate donors that will enable the Honors College to establish a new academic home with enhanced facilities.

2. Provide an explanation of how additional resources would be used to enhance divisional objectives

As detail repeatedly *supra*, the Honors College seeks additional funds for scholarships, conference participation, travel courses, awards and prizes for deserving undergraduate students.

3. Summarize long-term external funding goals which extend beyond FY19

Ultimately, the Centennial Honors College will have its own facilities in Simpkins Hall, replete with its own classrooms, meeting places, and private offices for honors faculty and staff.

4. Develop indicators to track attainment of goals

Indicators of success are increased funding, new facilities and expanded opportunities for honors students, faculty and staff.

VIII. Reductions for FY20

A. Discuss planned staffing and operational reductions for FY20.

According to the Strategic Plan, the Centennial Honors College is a SIGNATURE PROGRAM. Therefore, it does not plan to reduce staff; rather, it plans to increase. We have scrimped and saved on supplies, have scaled back significantly on conference travel, copying, food for events, etc. We are missing major conferences. We are not participating in major recruitment fairs, have eliminated Scholarship Day, while incurring non-budgeted costs to travel and negotiate articulation agreements with area and regional community colleges. As noted repeatedly, the Centennial Honors College is the heart and soul of the university. We are the academic hub that connects all the signature programs. And we have continued to grow at an accelerated rate in terms of enrollment, diversity, quality of students, number of courses, competition for prestigious scholarship nominations, etc.

B. In response to Item A (above) include the dollar amount for these reductions and whether the reductions result in a one-time or continued savings.

To reiterate, the Centennial Honors College intends to grow, not scale back. It is a wise investment for Western Illinois University and that is why it commands special attention in the Strategic Plan.

IX. New Operating Resources

- A. Identify, in priority order, requests for additional operating funds in the spreadsheet provided on the Provost's website. *See Attachment.*
- B. On this spreadsheet, please be sure to indicate whether you are seeking one-time or continuous funding. If you are seeking a continuous funding, identify whether it is for a period of years or a permanent base increase. *See Attachment.*
- C. Complete an *FY20 Budget Request Form* for each request listed in "A". *See Attachments.*

X. Facilities Requests

- A. Identify, in priority order, requests for facilities enhancements over \$100,000. These requests need to be identified as specific FY19 requests or long-range requests. For each request, identify the ways in which the facility enhancement will advance specific *Strategic Plan* goals and objectives. *See Attachment.*
- B. Provide specific outcomes for each facility enhancement request. *See Attachment.*
- C. Provide an explanation of how each facility enhancement will affect the unit's productivity measure. *See Attachment.*
- D. Complete an *FY20 Budget Request Form* for each request. *See Attachment.*

ATTACHMENT A Accountability Report for Program Support — FY18

ATTACHMENT B Request for New Academic Degree/Option/Certificate/Concentration Development — FY19

ATTACHMENT C Budget Request — New Operating/Base Resources — FY19

ATTACHMENT D Budget Request — Facilities over \$100,000 — FY19

ATTACHMENT E Summary — New Funding Requests — FY19