



Eighth Regular Meeting
2024-2025 Bradley University Senate
3:10 p.m., Wednesday May 7, 2025
Michel Student Center – Marty Theater



MISSION:

Bradley University empowers students for immediate and sustained success in their personal and professional endeavors by combining professional preparation, liberal arts and sciences and co-curricular experiences. Alongside our dedication to students, we embrace the generation, application and interpretation of knowledge.

I. Call to Order

II. Announcements

1. The meeting is being recorded and livestreamed. Thank you, IT!
2. Senate election process underway
3. Yearly committee reports were sent out through email. They will be available on the Senate Canvas site

III. Approval of Minutes – Please see attached minutes

Approval of the Minutes of the Seventh Regular Meeting of the 2024-2025 University Senate, April 17, 2025.

Karl Jung motioned to approve the minutes.

David Daye seconded the motion

The minutes were approved by voice vote.

IV. Report from Student Body President Al Cuizon, Jr.

Hello, everyone. Al Cuizon, Jr. has a prior commitment and cannot be here. Jase Hudson is the new Speaker of the Assembly for Student Senate and stepping in for Al. Some updates from Student Senate:

- This past Monday: voted in new cabinet, first transfer and meeting of the Student Senate.
- We will meet in the summer to prepare for next year.

V. Reports from Committees

A. Continuing Education – Chair Michelle Riggio Rarick

Consent Items

- **Professional Pathways Addition**

1. Professional Pathways Financial, Consumer, & Security Literacy Microcredential

Description: Earners of this microcredential have successfully completed three Bradley University credit courses in Finance, Management Information Systems, and Family and Consumer Sciences and demonstrated the skills to calculate the balance of financial safety, income, and future growth; recognize cybersecurity threats and apply best practices to thwart them; and analyze the interrelationships between the economic system and consumer action.

College/Departments: Interdisciplinary: Foster College of Business / Economics and Finance; Foster College of Business / Entrepreneurship, Technology, and Law; and Education and Health Sciences /Family and Consumer Sciences

Course Bundle:

FIN 220, Personal Finance (3 hours)

MIS 279, Personal Security and Privacy (3 hours)

FCS 300, Consumer Issues in America (3 hours)

2. Professional Pathways Public Affairs Reporting Microcredential

Description: Earners of this microcredential have successfully completed three Bradley University credit courses in Communication and Political Science and demonstrated the skills to produce news content that meets professional media standards for publication; package information for different media platforms and audiences; conduct basic policy analysis; and track and analyze legislative processes.

College/Departments: Interdisciplinary: Slane College of Communication and Fine Arts / Communication and Liberal Arts and Sciences / Political Science.

Course Bundle:

COM 201, Journalistic Writing (3 hours)

PLS 105, Introduction to American Government (3 hours)

PLS 314, The U.S. Congress (3 hours)

- **Professional Pathways Modification** (modification indicated in italics below)

Description: Earners of this microcredential have successfully completed three Bradley University credit courses in Legal Studies and Political Science and demonstrated the skills to identify and articulate complex legal issues; write clear, concise, and well-organized legal documents; and formulate persuasive arguments supported by sound legal reasoning, evidence, and precedents.

College/Department: Liberal Arts and Sciences / Political Science

Course Bundle:

PLW 102, Introduction to Legal Research (2 hours)

PLS 360, Judicial Politics (3 hours)

PLS 485, Independent Research (3 hours) *or PLW 400, Legal Studies Capstone (3 hours)*

President Stern: Is there any discussion of the consent agenda items? Hearing none, the items on the consent agenda are approved.

B. Curriculum and Regulations – Chair Wendy Schweigert

1. Curriculum Consent Items

• Course Additions

| | |
|---|---------|
| 261887 FCS FCS 101 Strategies for Life | 1.0 |
| 261888 FCS FCS 200 Introduction to Research Methods | 3.0 |
| <i>New courses in FCS Core</i> | |
| 261931 FCS FCS 422 Health Promotion at Work | 2.0 |
| <i>New course for Public Health Education major</i> | |
| 261893 FCS FCS 321 Sustainable Health | 2.0 |
| <i>New course for FCS Nutrition & Dietetics and Public Health Education major</i> | |
| 261889 FCS FCS 302 Nutrition Across the Lifespan | 2.0 |
| <i>New course for FCS Nutrition & Dietetics major</i> | |
| 261863 FCS FCS 500 Human Metabolism | 3.0 |
| <i>New course for MS and 4+1 Nutrition & Dietetics program; cross-listed with FCS 400</i> | |
| 261866 FCS FCS 503 Behavior Change Theories | 1.0 |
| 261867 FCS FCS 504 Motivational Interviewing | 1.0 |
| 261868 FCS FCS 506 Influencing Health Choices: Strategies and Tools | 2.0 |
| 261871 FCS FCS 509 Nutrition Support | 1.0 |
| <i>New required course for MS and 4+1 Nutrition & Dietetics program</i> | |
| 261882 FCS FCS 551 Child Nutrition | 2.0 |
| 261883 FCS FCS 596 Supervised Experiential Learning in Maternal/Child Nutrition | 1.0-3.0 |
| 261951 FCS FCS 518 Older Adult Nutrition | 2.0 |
| 261952 FCS FCS 519 Beyond Weight | 2.0 |
| 261948 FCS FCS 552 Nutrition in Pregnancy and Lactation | 2.0 |
| <i>New elective course for MS and 4+1 Nutrition & Dietetics program</i> | |
| 261653 FCS NPL 584 Evaluation in Nonprofit Organizations | 3.0 |
| <i>Replacement for research methods course in NPL MA and certificate program</i> | |
| 261105 COM COM 380 Gender, Media, and Sport | 3.0 |
| <i>New course for Sports Communications majors</i> | |
| 261675 MUS MUS 173 Applied Group Composition | 3.0 |
| <i>New course for Music Video Game majors</i> | |
| 221577 EE ECE 540 Electromechanical Systems | |
| <i>For the new 4+1 program; cross listed with ECE 440.</i> | |
| 262126 NUR NUR 693 Advanced Health Assessment, Pharmacology & Pathophysiology | |
| 261584 ATG ATG 610 Healthcare Budgeting and Financial Management | |

All Course Additions approved at C&R 4/29/25

• Course Modifications

| | |
|--|-----|
| 262103 CS CIS 555 Computer Graphics | 3.0 |
| 262102 CS CIS 552 Computer Game Modification | 3.0 |
| 262100 CS CIS 551 Computer Game Design | 3.0 |
| 262099 CS CIS 455 Computer Graphics | 3.0 |
| 262098 CS CIS 452 Computer Game Modification | 3.0 |
| 262095 CS CIS 451 Computer Game Design | 3.0 |
| 262093 CS CIS 350 Foundations of Game Programming | 3.0 |
| 262044 CS CS 370 Database Management Systems | 3.0 |
| 262042 CS CS 210 Advanced Data Structures and Algorithms | 3.0 |

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|---|---------|
| 262043 CS CS 220 Computer Architecture | 3.0 |
| <i>Change prerequisite from CS 140 to CS 200</i> | |
| 261434 CS CS 594 Capstone Project for Data Science | |
| <i>Modifying course description to indicate cross-listing</i> | |
| 261691 MUS MUS 371 Advanced Applied Group Composition | 3.0 |
| <i>Change title, hours, description</i> | |
| 261897 FCS FCS 442 Problems in FCS | 2.0 |
| <i>Change title and hours</i> | |
| 261251 FCS FCS 450 Foundations of Play | 3.0 |
| 261252 FCS FCS 550 Foundations of Play | 3.0 |
| <i>Change course title and description</i> | |
| 261930 FCS FCS 203 School Health Promotion | 2.0 |
| <i>Change hours</i> | |
| 261890 FCS FCS 310 Community Program Planning | 2.0 |
| <i>Change hours and prerequisites</i> | |
| 261891 FCS FCS 311 Program Evaluation | 1.0 |
| <i>Change title, hours, and prerequisites</i> | |
| 261892 FCS FCS 320 Public Health Intervention Strategies | 2.0 |
| 261896 FCS FCS 411 Medical Nutrition Therapy I | 3.0 |
| 261872 FCS FCS 511 Medical Nutrition Therapy I | 3.0 |
| <i>Change prerequisites</i> | |
| 261895 FCS FCS 400 Human Metabolism | 3.0 |
| <i>Change number and description</i> | |
| 261894 FCS FCS 408 Management in Food Service | 3.0 |
| <i>Change description</i> | |
| 261998 FCS FCS 405 Food Service Systems | 2.0-3.0 |
| <i>Change hours</i> | |
| 261864 FCS FCS 501 Community Nutrition Intervention | 2.0 |
| <i>Change hours, description, and prerequisites</i> | |
| 261851 FCS FCS 502 Seminar in Dietetics | 1.0 |
| <i>Change title</i> | |
| 261869 FCS FCS 507 Nutrition Assessment | 1.0 |
| 261878 FCS FCS 514 Sustainable Food Systems | 2.0 |
| 261945 FCS FCS 505 Therapeutic Food Development | 2.0 |
| <i>Change title, hours, and description</i> | |
| 261870 FCS FCS 508 Management in Food Service | 3.0 |
| <i>Change title and description</i> | |
| 261881 FCS FCS 541 Research Methods | 2.0 |
| <i>Change hours</i> | |
| 257291 ECL ENC 585 Understanding Schools: A Primer for Non-Teachers | 1.0 |
| <i>Changing hours</i> | |
| 261659 FCS NPL 581 Topics in Nonprofit Leadership | 3.0 |
| <i>Change hours</i> | |
| 261879 IME IME 566 Advanced Facility Planning | 3.0 |
| <i>Change prerequisites</i> | |
| 262035 HIS HIS 305 Indigenous History | 3.0 |
| <i>Change title and description</i> | |
| 261434 CS CS 594 Capstone Project for Data Science | 3.0 |
| <i>Change description to add cross-listing information</i> | |

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|--|---------|
| 261314 BIO BIO 470 Seminar | 0.0-1.0 |
| <i>Change hours and prerequisites</i> | |
| 261875 IME IME 331 Fundamentals of Material Science | 3.0 |
| <i>Change prerequisites</i> | |
| 263327 PSI PLS 100 Contemporary World Forces | 3.0 |
| <i>Change all I S prefixes to PLS</i> | |
| 256374 PSI IS 344 Diplomacy in International Affairs | 3.0 |
| <i>Change number and prerequisites</i> | |
| 262244 CFA CFA 359 Entertainment Industry Experts | 3.0 |
| <i>Change title and description</i> | |
| 250288 EE ECE 581 Digital Systems: Design and Synthesis | |
| <i>Prerequisite and description change.</i> | |
| 250290 EE ECE 582 Digital Systems: High Level Synthesis and Codesign | |
| <i>Changes in prerequisites and course description</i> | |
| 261213 ETL MIS 571 Applied Machine Learning for Business | |
| <i>Changing the title of MIS 571</i> | |
| 261656 FCS NPL 612 Strategic Planning in Nonprofit Organizations | |
| <i>Removing NPL 610 as a prerequisite</i> | |
| 261659 FCS NPL 581 Topics in Nonprofit Leadership | |
| <i>Will be offered for 3 hours, rather than 1-3 hours</i> | |
| 261664 ECL ENC 748 Advanced Instructional Design | |
| <i>Description change</i> | |
| 261655 ECL ENC 741 Applied Educational Media | |
| 261657 ECL ENC 742 Instructional Design | |
| <i>Description and prerequisite change</i> | |
| 261665 ECL ENC 749 Digital and Online Capstone | |
| <i>Title and description change</i> | |
| 261658 ECL ENC 743 Learning Theories and Instructional Strategies in a Digital Era | |
| 261660 ECL ENC 744 Student, Course, and Program Assessment in a Digital Era | |
| 261662 ECL ENC 745 Evaluating Educational Media | |
| <i>Title, description, and prerequisite changes</i> | |
| 263722 ECL ENC 701 Scholarly Writing Workshop | |
| 263723 ECL ENC 702 Current Topics in Education | |
| <i>Hours and description change</i> | |
| 262125 NUR NUR 697 Capstone Project in Nursing | |
| <i>Hours, description, and prerequisite changes</i> | |
| 261815 NUR NUR 630 Foundations of Nursing Leadership | |
| 261816 NUR NUR 631 Nursing Leadership Practicum I | |
| <i>Title and Description changes</i> | |
| 261817 NUR NUR 633 Organizational and Systems Nursing Leadership Practicum II | |
| 261819 NUR NUR 632 Organizational and Systems Nursing Leadership | |
| <i>Title, description, and prerequisite change</i> | |
| 264060 NUR NUR 699 Topics in Advance Healthcare Practice | |
| <i>Hours and description change</i> | |

All Course Modifications approved at C&R 4/29/25

- **Core Curriculum Additions**

BCC Core Practices Additions

WI Tags

250950 ART 245 American Art
255089 ART 250 Disability Studies & Art History
255084 ART 255 Global Architectural History
255090 ART 265 Preserving Endangered Global Cultural Heritage
255077 ART 375 20th Century Art
255086 ART 383 Queer and Trans Art History
255098 ART 395 Critical Museum Studies
255097 ART 485 Theories and Methods of Art
262827 CFA 359 Masters of Hollywood
262732 KHS 343 Ethics of Healthcare

EL Tag

263502 PLS 317 International Law

BCC Core Curriculum Additions

262732 KHS 343 Ethics of Healthcare
Added to GP WC and MI categories
262254 HIS 305 Indigenous History
Added to Humanities and MI categories

All Core Curriculum Additions approved at C&R 4/29/25

President Stern: Are there any items you would like to pull out from the consent agenda for discussion? Any additional discussion on any of these items? Hearing none, the items on the consent agenda are approved.

2. Curriculum Items Requiring a Motion

- **Major Addition**

260043 ART Studio Art and Design
Deleting all concentrations and creating one interdisciplinary major in Studio Art and Design

Major Addition approved at C&R 4/29/25

Wendy Schweigert: C&R moves to approve the major addition in Art Studio and Design.

President Stern: Any discussion? The major addition is approved.

- **Minor Addition**

256640 EE Minor in Electrical and Computer Engineering
Extending the ECE program due to increased student interest and enrollment. The new minor will allow non-majors to gain knowledge in ECE and support the multi-disciplinary learning/working environment.

Minor Addition approved at C&R 2/11/25; considered at February and March Senate meetings; additional document provided in packet for this meeting

Wendy Schweigert: C&R moves to approve the minor addition in Electrical and Computer Engineering.

President Stern: Any discussion? There is additional documentation for this minor addition.

Ahmad Fakheri: I have two slides to present. The first slide shows what is required for the Electrical Engineering (ECE) minor at Bradley and the ECE minor at the University of Illinois and Northern Illinois University. As you can see, at U of I and NIU both require Calc I, II, III, and Differential equations and Bradley does not. The second slide shows further course requirements and prerequisites. It appears that many prerequisites are waived for the ECE minor at Bradley. It is not clear to me how a non-ECE student would be able to complete this minor. These are my objections to the minor. *Please see two attached slides*

[Allowing non-senator Yufeng Lu to speak (no objection)]

Yufeng Lu, Chair of Electrical and Computer Engineering: If you read the submission packet for the ECE minor, there are two portions to declare the minor program. The first portion states the requirements necessary to declare the ECE minor. These requirements are the same as the University of Michigan. The second part describes how to complete the ECE minor. The prerequisites are not a discussion in the packet because they are built into the courses required for the minor. The packet is covered the two conditions. A discussion to waive prerequisites is a discussion for the department, not a discussion for here.

Bill Bailey: I have two questions: First, will students who do not take calculus be able to handle these classes? Can you explain why U of I and NIU require the calc courses? The second concern is the 19 credit hours can be misleading. Will students need to take more than 19 hours to complete the minor?

Yufeng Lu: Number 1, the calculus classes. As I stated, calculus is baked into the other required classes. Number 2, as you'll see on the U of I website, they do not list all the requirements for math and physics because they are not required for the minor, those are prerequisites. That's a part of the catalog, not a direct requirement.

Ahmad Fakheri: The difference between the U of I and Bradley's catalog, is that U of I lists all prerequisites.

Yufeng Lu: When I came to Bradley in 2008, differential equations was not required. Do we require that for physics classes, yes we do.

President Stern: We will vote now. All those in favor of approving the minor addition in Electrical and Computer Engineering, please say aye? The ayes have it and the minor addition passes.

- **Major Modifications**

- 262040 CS Computer Information Systems

- 262039 CS Computer Science

- Reflect change in course number (CS 140 to CS 200)*

- 261696 MUS Music for Video Games

Add MUS 173 and modify MUS 371; deleting APL 180 and 380 from major

261899 FCS Child Life Science

Add existing FCS 340 to required coursework and update FCS Core requirements

261994 FCS Public Health Education

Change required coursework to provide flexibility and appeal to prospective students

261996 FCS Nutrition and Dietetics

Change required coursework to provide flexibility and appeal to prospective students

263235 COM Journalism

Allow students to take multiple majors or minors in department.

All Major Modifications approved at C&R 4/29/25

Wendy Schweigert: C&R moves to approve the major modifications in CS, MUS, FCS and COM.

President Stern: All those in favor of approving the major modifications in CS, MUS, FCS and COM, please say aye? The major modifications are approved by voice vote.

- **Program Modifications**

261901 FCS Family and Consumer Sciences Core

Update core coursework for FCS majors (add FCS 101 and 200; change FCS 442 hours)

261967 FCS Master of Science in Nutrition and Dietetics

261968 FCS Combined 4+1 BS/MS in Nutrition and Dietetics

Change required coursework to appeal to prospective students and skill development

261661 FCS Master of Arts in Nonprofit Leadership

Change in requirements

261668 ECL Educational Leadership

Change in required courses

262192 NUR MSN Nursing and Healthcare Leadership

262190 NUR RN-MSN Nursing and Healthcare Leadership

262128 NUR Doctor of Nursing Practice - Leadership

Update to titles, credit hours, and requirements

All Program Modifications approved at C&R 4/29/25

Wendy Schweigert: C&R moves to approve the program modifications in FCS, ECL, and NUR.

President Stern: All those in favor of approving the program modifications in FCS, ECL, and NUR, please say aye? The program modifications are approved by voice vote.

- **Concentration Modifications**

261610 ECL Professional School Counseling

261755 BUS Business Analytics

261757 ECL Higher Education Administration
Name change

261666 ECL Digital and Online Education
Name change

All Concentration Modifications approved at C&R 4/29/25

Wendy Schweigert: C&R moves to approve the concentration modifications in ECL and BUS.

President Stern: All those in favor of approving the concentration modifications in ECL and BUS, please say aye? The concentration modifications are approved by voice vote.

- **Certificate Modification**

261667 FCS Post-Baccalaureate Certificate in Nonprofit Leadership
Change of requirements to include FCS 584 instead of FCS 541

Certificate Modification approved at C&R 4/29/25

Wendy Schweigert: C&R moves to approve the certificate modification in FCS.

President Stern: All those in favor of approving the certificate modification in FCS, please say aye? The certificate modification is approved by voice vote.

- **Concentration Deletions**

263313 ART Sculpture

263312 ART Photography

263311 ART Graphic Design

263309 ART Painting

263054 ART Drawing

Deleting all concentrations to create one interdisciplinary major in Studio Art and Design

261683 CS Concentration in Mobile Computing (MC)

261684 CS Concentration in Theoretical Computer Science (TH)

261439 CS Concentration in Computing Management

261436 CS Concentration in Computer Game Technology

All Concentration Deletions approved at C&R 4/29/25

Wendy Schweigert: C&R moves to approve the concentration deletions in ART and CS.

President Stern: All those in favor of approving the concentration deletions in ART and CS, please say aye? The concentration deletions are approved by voice vote.

VI. Reports from Administrators

A. CFO Betsy Hull

B. Interim Provost Dan Moon

C. President James Shadid

President James Shadid: Thank you and good afternoon. Today I am proposing an action item, a report, and a call to action.

Action Item: I am initiating a search for Provost that I propose to begin by June 1, 2025 with the goal to having the Provost start in January 2026. I'll defer to discuss this during New Business today.

Report: My report is about the financial issue and enrollment issue. Where did the money come from for the 2.5% salary increase? It was built into the budget because you deserve it. It is my decision that the Senior Leadership Team and those under contract will not receive the 2.5% increase.

Call to Action: The enrollment issue is where I will characterize the call for action. It appears we will have an enrollment number that is not acceptable to who we are and where we want to be. I am asking the University Strategic Planning Committee to return this fall to build upon the work the committee did this past year on evaluating the previous strategic plan and identifying the factors that make us special. I offer these areas as lanes for us to carve out and own to enhance Bradley: enrollment, quality programs, advancement, and campus life.

Megan Remmel: On April 22, the American Association of Colleges and Universities issued a letter in defense of academia and encouraging collaboration across institutions to combat government attacks on higher education. I saw Bradley's name was not on that list of universities. Was Bradley aware of this letter? Why did Bradley not sign this letter?

President Shadid: Bradley was aware of the letter. I was aware of the letter. I reached out to my colleagues for advice, other Presidents I know. Some signed it. Some did not. I made the decision, whether you agree or disagree, given my newness here, that I needed and wanted to focus on the main issues facing Bradley that I'm talking about today. I don't want anybody to mistake my silence or unwillingness to sign off on that as backtracking from the values we hold here.

CFO Betsy Hull: Good afternoon. I'd like to go back to the comment from the President, "you've never seen a problem that revenue can't fix." Revenue will solve our problem here at Bradley. Our FY 25 results are well within our budget for FY 25. We budgeted for a \$7.8M deficit and we will come in under a \$3M deficit. This is great news and a result of everyone's hard work. Given the preliminary enrollment results, we are working to remodel a new tuition outlook. I'm not ready to announce the numbers we've been working with until I meet with the Finance Committee and Board of Trustees. We are looking at every item across this University, trying to make reductions. We are committed to our Bradley workforce and our Bradley students. The entire campus leadership team was involved in developing the FY 26 budget. This was a team effort and continues to be a team effort. We will weather this year and the future as we pave the way for better enrollment numbers. When we return in the fall, we will present an approved budget by the Board of Trustees.

Interim Provost Dan Moon: The first thing I want to talk about is an update on the EHS Dean Search. It is still in process. We used WittKieffer to lead this search process. The EHS search committee got WittKieffer's "A" team. 54 applications were submitted for the EHS Dean position. They conducted 8 Zoom interviews. The pool was narrowed to 3 highly qualified finalists. All 3 of the finalists had Dean-level or above experience. My goal remains to make a final announcement by commencement. I will update you as we go.

The second thing I want to do is provide an update on what we've been working on in Academic Affairs. This is not a comprehensive list. *See attached slides* As we look forward, I will work to continue to strengthen and enhance communication. I will look for opportunities to increase communication. I will work with Senate Exec to make our time more effective and interactive. We will continue to strengthen our relationship between Enrollment Management and Academic Affairs. Strategic planning will be one of our priorities. This institution has everything we need to excel in the higher education landscape.

We have something exciting coming up for Fall 2025. OLLI developed a visionary speaker series. This program will bring high-profile speakers to our campus. OLLI's inaugural speaker is Dr. Bob Ballard, the oceanographer who discovered the Titanic 40 years ago. Dr. Ballard will speak at RenCo on Thursday September 25th at 6:30pm. Thanks to two generous OLLI donors, the event is open and free to all in the community. We already have 450 OLLI members signed up. A marketing plan will roll out in July. This purposefully ties into the premiere of Dr. Ballard's world exhibit at the Peoria Riverfront Museum. This also ties in nicely to the campus initiative that provides memberships for all Bradley faculty and staff to the Peoria Riverfront Museum.

VII. Unfinished Business

A. Handbook Proposal on Tuition Remission from Senator David Daye

David Daye: I'm sorry I couldn't be here last time. This proposal is meant to address the programs that utilize half semester courses. The current language prohibits employees from adding on another course. This is limiting to faculty and staff members. I amended the language to be more cut and dry as seen in red. *Please see attached slides*

President Stern: You are offering this as an amendment. Can I have a second to this amendment?

Seconded.

President Stern: Thank you for that. Now we can discuss this.

David Daye: I don't want to discount the rigor of half semester courses. The current policy already allows current employees to take a half semester course and full semester course at the same time. They should be able to add another half semester course during the semester where another half semester course is not present.

Colin Corbett: I believe this is an existing mistake. Per credit hour, each hour is 3 hours of work per week, so a 3-credit hour class is 9 hours of work per week for a full semester class. That equates to 18 hours of work per week for a half semester course. So if you take a half semester and full semester course, you are doing 27 hours of work per week in addition to your full-time

employee duties. This seems like a lot. This proposal favors students who are in programs with both half semester and full semester classes.

[Allowing non-senator Mat Timm to speak (no objection)]

Mat Timm: I am concerned because 9 hours is a full-time graduate level load which requires 50-60 hours of work per week. I am also concerned about the potential tax implications. I recommend this whole thing be sent to contractual arrangements to be considered.

David Daye: There is no tax ramification. You are allotted \$5250 of free tuition remission, after that, it becomes taxed. But there is no direct tax ramification.

[Allowing non-senator Ellen Keenan to speak (no objection)]

Ellen Keenan: I'm the director of payroll. That's not quite correct. If you take two courses in the spring, you've used up the tuition remission for the whole calendar year. So if you take anything in the summer, you are being taxed on that at the graduate level, if you take anything in the fall, you are being taxed on that at the graduate level. Those tax dollars add up significantly. In one situation, an individual had \$23k of income added to their W2 so there are tax ramifications.

President Stern: Any further discussion on this amendment? I will call the amendment to a vote. All those in favor of the amended language to the proposal, signify by saying aye? The amendment does not pass. We are now back at the original handbook proposal created in March.

Kristi McQuade: I move to send this issue to the contractual arrangements committee.

David Daye: Second.

The proposed language from March 2025 has been sent to contractual arrangements.

VIII. New Business

President James Shadid: I intend to make a motion to modify the composition of the search committee for the Provost and Vice President for Academic Affairs. As currently stated, it requires two college deans selected by the college deans. I would like to modify this to one college dean and a presidential appointee.

Karl Jung seconded.

President James Shadid: I want to thank the Senate Executive committee for visiting with me on this. I want to share my reasoning on this motion. The search for Provost is critical for moving this University forward. It is also critical that the playing field is level during this search to uphold the integrity of the search. We have three Interim Deans that may want to be permanent Deans, so I do not personally think the Interim Deans should serve on the search committee for Provost, it is unreasonable.

Danielle Glassmeyer: Are you requesting us to make a change to the handbook or is this a situational modification?

President Shadid: This is a situational change, not a change to the handbook. I did not want to be the first person to ask you to not comply with the handbook.

President Stern: Senate Exec is in favor of this proposed change. Any further discussion.

Colin Corbett: Should there be some stipulation about who is eligible to be a presidential appointee on this search?

President Stern: It has to be an employee of the university. Any further discussion of the motion? All those in favor of the motion to modify the composition of the search committee, please say aye. The motion passes by voice vote.

President Stern: Any additional new business?

Kristi McQuade: The next step for showing our support for President Shadid's motion is to present the faculty component of the search committee. On behalf of the Executive Committee of the University Senate, we move for the approval for a slate of 5 faculty which meets the handbook stipulation that faculty composition on the search committee is one more than non-faculty members.

Professor Yasser Khodair – CCET
Professor Sara Netzley – CFA
Associate Professor Karl Jung – EHS
Associate Professor Bill Bailey – FCB
Associate Professor Libby Tronnes – LAS/Library

Seconded.

President Stern: Any additional discussion? All those in favor of this motion to approve this process presented by the Executive Committee of the University Senate and the slate for the search committee, please signify by saying aye. The motion passes by voice vote. We have begun the Provost search. Is there any additional new business?

Libin Mou: I would like to present the following motion:

That the Mathematics Department programs, as specified in the Bradley University 2023-2024 Undergraduate Catalog, be published in the Bradley University 2025-2026 Undergraduate Catalog, thereby reaffirming the University's commitment to the continuation of Bradley University Department of Mathematics' programs.

Seconded.

Mat Timm: I begin by reminding this Senate that the programs offered by my Department were removed from the course catalog via irregular means, without the consent of this body, via a process which violated our traditions, the principle of faculty control of the curriculum, general principles of shared governance and joint determination, and our Handbook. I also remind this Senate that because of the irregularities by which our programs were removed from the 2024-2025 Course Catalog, they could have been included into it at any point over the last 8 months, or so, at the request of Administration, and the motion before you would be unnecessary.

However, that has not happened, so here we are.

There is exactly one reason why this Senate should approve the motion before you – in a word, quality. Let me explain.

The combined effect of the recent campus wide termination of tenured and tenure track faculty with the removal of the Department of Mathematics' programs from the Undergraduate Catalog will, very soon, begin to have serious consequence for the quality of programs offered by Mathematic Department's client departments. These negative impacts will accrue via the University's inability to replace departing Mathematics Department faculty with new hires of sufficient talent to provide the support needed for high quality offerings in Engineering, the Sciences, Teacher Education, Nursing, and the BCC. With the recent firings, and no major programs in the Department, the probability that the University will be able to hire talented teachers of mathematics will be very nearly 0.

And why, you ask, is the inability to attract talented teachers of mathematics to Bradley a problem? Do we not, currently, have a plethora of professor of mathematics?

There are as many as 9 out of 11 professors in the Department of Mathematics who either have one foot out the door or (hopefully not, since I number myself in this second group) one foot in the grave. As many as 9 teachers of mathematics will be leaving the institution in the next few years. Several will be leaving the institution in a year or two. Not being able to replace these individuals with talented teachers of mathematics negatively impacts the quality of the educational experience our client departments can offer.

And without the ability to offer high quality programs the current enrollment problems will continue. Bradley University simply cannot compete with the state supported university and community college systems on price. We have to compete by offering the sort of high-quality educational experience to our students that can only be provided by attracting and retaining the best faculty. In mathematics, this means we have to be able to tell a potential new hire that they will, at least occasionally, have the opportunity to teach a collection of students who are as interested in, and committed to, our discipline as is the potential new hire herself/himself/themself.

We have to be able to tell any potential new hire into the Bradley University Mathematics Department that the Bradley University Department of Mathematics offers a major.

Finally, before I yield the floor, I have two requests. I, of course, welcome any expressions of support for this motion and ask that you provide them as this discussion continues.

But just as importantly, if there is a student, a member of the staff, a member of the faculty, or an administrator who believes that by offering majors in the Department of Mathematics the University decreases the quality of the education a Bradley student receives, I request that they speak against the motion – here, now. Reasons to vote against this motion, as well as for it, need to be placed before this body so it can make as informed a decision as possible. I yield the floor.

Adam Byerly: I am the leader of the recruiting activities for the Computer Sciences and Information Systems Department. I personally interact with over 100 prospective students each year. I am often asked what minors make sense to accompany computer science in general. In all cases, my responses included math. A key part of my recruiting pitch was that math is important in computer science and that a math minor is often only two additional courses for those majoring in computer science. I've had to stop myself from including this part of the pitch to current prospective students. Mathematical sophistication is usually a job requirement in the computer science fields and a great way to stand out to potential employers. The US Bureau of Labor Statistics tells us that job growth in computing is expected to outpace the growth among all fields by a factor of 5. Additionally, 72% of the newly created fields in STEM over the next decade will be in computing. Given this, and recent trends with enrollment in our majors, we can expect more students to be considering computer science. We need to remain competitive with other institutions. Lacking a math minor and major will put us at a disadvantage when recruiting these students. At least 10% of our computer science students were either math minors or double majors. This has increased 4 of the past 6 semesters. Our best students are the double majors in mathematics.

Ahmad Fakheri: I want to voice my support for this proposal. It is extremely crucial for engineering programs to have a strong mathematics department. We also need to be able to attract strong math professors. I am saddened to see how many students are not taking their math courses at Bradley. We need to hire faculty who will be the next generation of this institution.

Megan Remmel: Political Science and International Studies is very supportive of this motion. We particularly value the statistics programs, which our programs use.

Travis Stern: As a unit that just launched an entertainment/engineering co-major, our department fully supports the math department.

Colin Corbett: Representing the Economics and Finance department, and many other business classes that require an extensive math background, we fully support this as well.

Karl Jung: Teacher education supports this because we can no longer prepare high school math teachers here.

Michelle Fry: Chemistry and Biochemistry support this motion as well. We rely heavily on a good foundation in math.

Scott Cavanaugh: A very high profile multimillion dollar project with the United States Air Force came our way. We raised a lot of money for Bradley through indirects. A portion of this project hired Mat Timm and an undergraduate student to help with the project, which we could not do without them. It would be embarrassing to turn down projects like these because we don't do math at Bradley.

Colin Corbett: Are there staffing issues to continue the math major?

Ollie Nanyes: With our current levels, we can continue the math major, but it would require one more line to meet our obligations to our client departments. Our competition can offer students courses we cannot which puts us at a disadvantage in the market. We are compromising our commitment to quality.

Kristi McQuade: If we are trying to do what President Shadid has asked us to do, we have to be able to honestly speak about the quality of the programs we offer here at Bradley. Without upper-level math courses, doors will be closed to students who have majors in Chemistry or Biochemistry. They will not be able to pursue directions that there is a need.

Holly Bland: We are going to have a harder time recruiting students for graduate programs if we don't have a math department.

President Stern: Any further discussion of this motion? Seeing none, all those in favor of this motion, please signify by saying aye. The motion passes by voice vote. Any additional new business?

IX. Open Forum

Discussion for the common good without attachment to a motion. Meeting rules of decorum still apply. Items discussed are recorded for the meeting minutes.

Betsy Hull: I want to thank Interim Vice President for Advancement, Charlie Roy, and his whole team in Advancement for achieving the highest annual non-campaign revenue generation in Bradley's history during FY 25. Thank you for that.

Mat Timm: I cannot figure out how to get into the Faculty Activity Report. Also, when can we reapply for sabbatical due to the postponement from COVID? Something for the Provost to consider.

Senate President Stern: Thank you for your efforts this past year. The work that happens across the university is quite remarkable and amazing.

Adjourn: 4:58pm

X. Adjournment

Special Meeting of the 2025-2026 University Senate to follow immediately upon adjournment.

Scheduled Regular Meetings of the 2025-2026 University Senate

First Regular Meeting: Thursday September 18, 2025

Second Regular Meeting: Thursday October 16, 2025

Third Regular Meeting: Thursday November 20, 2025

Fourth Regular Meeting: Wednesday December 10, 2025

Fifth Regular Meeting: Thursday February 19, 2026

Sixth Regular Meeting: Thursday March 26, 2026 (moved back one week due to Spring Break)

Seventh Regular Meeting: Thursday April 16, 2026

Eighth Regular Meeting: Wednesday May 6, 2026