



Sixth Regular Meeting
2024-2025 Bradley University Senate
3:10 p.m., Thursday March 27, 2025
Michel Student Center - Ballroom



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 elections forthcoming.

III. Approval of Minutes – Please see attached minutes

Approval of the Minutes of the Fifth Regular Meeting of the 2024-2025 University Senate, February 20, 2025.

Karl Jung motioned.

Twila Lukowiak seconded.

The minutes were unanimously approved.

IV. Report from Student Body President Adalia Yeung

Events in progress:

- Service Week March 31-April 4
- Monday: Fighting Pretty for cancer patients at hospitals
- BU Cleanup Crew is cleaning litter in the neighborhoods
- Making a quilt for sexual assault awareness month
- Generation Action is providing reproductive care and products
- Student Senate is making cards for faculty and staff
- Culver's drive for the Ronald McDonald House

- Passed a Greek Life Resolution to make ad-hoc Greek Life Committee (4 members)
- Active Minds did a forum on mental health days and passed a resolution on that
- Senate is partnering with OLLI
- This is my last meeting! Elections are ongoing.

V. Reports from Committees

A. Curriculum and Regulations – Chair Wendy Schweigert

1. Curriculum Consent Items

- **Course Additions**

260706 SEI SEI 202 Mindsets of Entrepreneurship & Innovation 3.0
Newly required course in SEI Degree Completion Program and elective for minor

260717 SEI SEI 101 Innovation for All 3.0
Offered as special topics for Living Learning Community

260709 SEI SEI 350 Social Innovation and Impact 3.0
 260703 SEI SEI 360 Planning New Ventures 3.0
 260733 SEI SEI 340 Organizational Entrepreneurship and Innovation 3.0
Elective classes for the Entrepreneurship and Innovation minor

255956 C E C E 394 Sustainable Infrastructure and Ethics 3.0
Combines content of two separate courses to improve efficiency

258709 THE THE 409 Theatre Engineering Practicum 3.0
For new Entertainment Engineering major; Specifies engineering work vs. general practicum

258717 THE THE 484 Las Vegas Excursion 3.0
For new Entertainment Engineering major; previously offered as special topics course

259532 I M I M 175 Game Project Management I 3.0
 259529 I M I M 475 Game Project Management II 3.0
Added to strengthen leadership/organizational skills

All Course Additions approved at C&R 3/11/25

- **Course Modifications**

255955 CE 365 Reinforced Concrete Design 3.0
Updating the course description and prerequisites; adding new materials to the curriculum.

256503 CE 493 Civil Engineering Design Project I 3.0
Prerequisite change due to the deletion of CE 393 and the addition of CE 394.

256504 CE 588 Transportation Economics 3.0
Prerequisite change due to the deletion of CE 393 and the addition of CE 394.

258292 MUS MUS 375 Performance Workshop <i>Changing title, description, and prerequisites</i>	1.0
259771 MUS MUS 480 Vocal Literature <i>Updating prerequisites</i>	2.0
260842 ENG ENG 140 Introduction to Global Literatures <i>Updating course title</i>	3.0
259891 C E C E 250 Dynamics	3.0
259889 C E C E 150 Statics <i>Title changes to align with course content</i>	3.0
259750 C E CON 452 Green Construction and LEED	3.0
259749 C E CON 435 Heavy and Highway Construction	3.0
259748 C E CON 392 Construction Scheduling	3.0
259747 C E CON 342 Construction Equipment	3.0
258448 C E CON 494 Construction Practice <i>Update prerequisites</i>	3.0
256465 C E C E 360 Introduction to Environmental Engineering <i>Change hours, description, and prerequisites</i>	3.0
261310 PSI I S 341 Science and Politics of Global Climate Change	3.0
261312 PSI I S 343 United States-East Asian Relations	3.0
261313 PSI I S 342 American Foreign Policy <i>Change of course numbers for eventual prefix change</i>	3.0
250272 E E ECE 441 Feedback of Control of Dynamic Systems <i>Change title, description, and prerequisites</i>	3.0
250274 E E ECE 442 Advanced Data-Driven Control and Applications <i>Change description and prerequisites</i>	3.0

All Course Modifications approved at C&R 3/11/25

- **Bradley Core Curriculum**

- **Experiential Learning (EL) Tags**

258820 PLS 459 Constitutional Law: Institutional Powers and Constraints
Moot Court Skills Development and Participation

261761 MIS 490 Capstone Project for Business Analytics
A Senior capstone project for MIS. Students provide consulting to an external client.

216460 M E 200 Engineering Co-Op
Co-op EL course monitored by Career Center, mistakenly not forwarded years ago—identical to the other EGT Co-op courses (all previously approved)

258713 THE 207 Practicum

258721 THE 407 Practicum

258722 THE 408 Practicum

All three courses recognize experiential learning for students actively engaged in theatre production in a variety of different ways.

261515 ATG 200 VITA - Volunteer Income Tax Assistance

EL credit for students the VITA program who volunteer to prepare free tax returns for low-income individuals in the local community

Area of Inquiry Tags

259336 Core Curriculum Addition CSD 300 Speech and Hearing Science

NS Natural Science tag for a science course open to all students

259569 Core Curriculum Addition CSD 301 Introduction to Audiology

MI tag for a course that integrates theory and practice in multiple fields (e.g. nursing, education, social science, natural science)

All Bradley Core Curriculum items approved at C&R 3/11/25

President Stern: Are there any items a Senator would like to pull up for discussion? Seeing none, the items on the consent agenda are approved by unanimous consent.

2. Curriculum Items Requiring a Motion

- **Major Addition**

258714 THE Entertainment Engineering

New complementary major focused on automation and opportunity in market to offer program; no funding/new resources required to start program

Major addition approved at C&R 3/11/25

Wendy Schweigert: I move to approve a major addition for Entertainment Engineering.

President Stern: Any discussion? Seeing none, the major addition passes by unanimous voice vote.

- **Minor Additions**

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.

President Stern: The minor addition was postponed from our previous meeting in February, so it does not require a motion. I'd like to open the floor for discussion.

Ahmad Fakheri: I have since gone over the proposal and shared my concerns with the committees. I would like to know whether my concerns have been dealt with.

[Allowing non-senator Yoon-Si Lee to speak (no objection)]

Yoon-Si Lee: We spent about a year discussing this minor program and it was unanimously approved by the college committee, two members of which are from the electrical engineering department.

Wendy Schweigert: C&R has not seen Dr. Fakhery's questions because we will not meet again until April 8th.

Ahmad Fakhery: In the last meeting I asked if differential equations was required which it is not. I also asked if calculus was required which someone said it was, but it is not. Basically, any major can declare an electrical engineering minor which is different from other universities. It is also not clear how students will meet the prerequisites.

President Stern: Would anyone from the Electrical and Computer Engineering department like to respond?

Suruz Miah: After our last senate meeting, we had a thorough discussion within the department. We went through the documentation for the minor that was submitted. The documentation followed the guidelines for how a minor should be declared. For the prerequisite, I was clear that the differential equations course was not required. The three basic calculus courses that are required, for example physics is one, are defined.

Prasad Shastry: Each individual course has its own prerequisite. A student who declares any minor cannot take a particular course unless the prerequisite is fulfilled. Differential equations is not required for all the courses, just a few of the courses.

Ahmad Fakhery: That's great but it's not in the proposal that was submitted. It doesn't say it has to be college calculus; it could be high school calculus. It is possible for the students to get into this program without taking any calculus course, or one at best. I'm asking to put something more specific in the proposal so there is no doubt.

Suruz Miah: Thank you for raising this important point. We can discuss putting Calculus I, II, III in the proposal.

President Stern: Would you like to withdraw that proposal now?

Suruz Miah: Yes, I would like to withdraw the proposal. We can discuss at the department level.

President Stern: This can be withdrawn back to the committee. We will await further instruction from C&R.

258231 I M Game Project Management
Provides leadership skills in game production

Wendy Schweigert: I move to approve a minor addition for Game Project Management.

President Stern: Any discussion? Seeing none, the minor addition passes by unanimous voice vote.

First Minor Addition approved at C&R 2/11/25; second Minor Addition approved at C&R 3/11/25

- **Major Modifications**

254336 IME Manufacturing Engineering Technology

This is a crucial retention initiative for CCET students lacking sufficient math backgrounds to pursue engineering degrees. It also allows students the flexibility to personalize their education.

255954 CE Civil Engineering

Based on the academic program review, the CE department approved restructuring several CE courses.

260732 SEI Interdisciplinary Innovation Degree Completion

Replacing two ENT courses with two SEI courses in requirements

252131 M E Bachelor of Science in Mechanical Engineering

Allow students to choose between ECO 332 or IME 301

255079 ART Art History

Revised based on faculty resources and updating curriculum

261026 SOC Sociology

Updating requirements based on enrollment and faculty resources

256612 PSY Psychology

Updating number of 300-400-level courses taken at Bradley

258399 ENG English Education

Remove "9-12" from major title and update courses based on offerings

Wendy Schweigert: I move to approve all eight major modifications listed here.

President Stern: If anyone would like to pull any out for individual discussion, we can do that now. Any discussion? Seeing none, the eight major modifications pass by unanimous voice vote.

All Major Modifications approved at C&R 3/11/25

- **Minor Modifications**

260734 SEI Entrepreneurship and Innovation

Redesigned following Entrepreneurship major program discontinuation

261019 SOC Sociology

Updating requirements based on enrollment and faculty resources

259526 ENG Creative Writing

259525 ENG Literature

Update courses based on current course offerings

Wendy Schweigert: I move to approve all three minor modifications listed here.

President Stern: If anyone would like to pull any out for individual discussion, we can do that now. Any discussion? Seeing none, the three minor modifications pass by unanimous voice vote.

All Minor Modifications approved at C&R 3/11/25

- **Program Modification**
250986 ME Master of Science in Mechanical Engineering
Various curricular changes.

Wendy Schweigert: I move to approve the program modification for the Master of Science in Mechanical Engineering.

President Stern: Any discussion? Seeing none, the program modification passes by unanimous voice vote.

Program Modification approved at C&R 3/11/25

3. Information Item from C&R and Grad Exec Update to Graduate Student Dismissal Policy

Update to Graduate Student Dismissal Policy

Wayne Bosma: The dismissal policy for graduate students required, in the past, that you go on probation, you get two semesters to go off probation, and if not you are dismissed. If you think about this in a four-semester graduate program, a student may give us money for three semesters and then be dismissed. We can't shorten it to one semester because sometimes they take a class that is offered only once a year. Thank you to Julie Reyer for initiating this process and creating a first draft. We aimed for something harsher and less harsh at the same time. The idea is that a student under the 3.0 GPA threshold goes on probation. The goal and requirement is to raise their GPA above 3.0 before graduating. If they have another semester below 3.0 they will be dismissed because they won't make it and we don't want to keep taking money from them. They can apply for readmission as a backup process.

Jackie Hogan: Are you retaining that language of "probation"? We changed that language at the undergraduate level last semester.

Wayne Bosma: We considered that, but we kept the term "probation" because we thought the international students would be confused by a different term.

President Stern: Thank you, Wayne and Wendy. Next, we have a report from Advance BU.

VII. Report from ADVANCE BU regarding Campus Climate – Jacqueline Hogan

**See attached slides for detailed information that Jackie Hogan presents

Colin Corbett: Regarding the most recent survey, the Spring 2024 Advance BU, the response rate was low. I suspect there is negative bias present in those responses given the turbulent times.

Jackie Hogan: The survey always reflects the context in which it was given. We expected the negative results. We just gave another in Spring 2025. Our response rate is higher this spring. It'll be interesting to compare results.

VIII. Reports from Administrators

A. CFO Betsy Hull

Good afternoon. I'll share some news about our fiscal 25 budget. I'm happy to report that revenue budget, forecasted revenue is exceeding revenue budget. This has improved since the last time she reported to senate. Advancement is doing an amazing job and getting gifts that were not planned/expected. On the expense side, we are outperforming our budgeted expenses. Not ready to share forecasted numbers but will be under forecasted budget for FY 25. Will not have gotten to this if change was not happening. We must continue to change. The FY 26 budget development is in process right now. We are in full zero-based budget mode. This means every dollar is accounted for. Zero-based budgeting is a way to level set. It also is a way to be accountable to our leaders, to keep them honest and accountable. Recognizing a need is very different than "I might need to". This resets and says, "what are you doing to do". We should know what we are going to be doing next year and not using placeholders "just in case". You might disagree with the approach and feel uncomfortable, especially if you've had to budget your unit this way. We can't move forward without rocking the boat. Zero-based budgeting is rocking the budget boat. Our budget managers have had to learn a new tool and new philosophy. Thank you to everyone who has been involved. It's a group effort. I've heard a few times recently "we've never budgeted that project ID" before or "I didn't know that project ID was around". In my past experience I've seen zero-based budgeting in action, the good it can do, and the accountability it can bring. I am excited for our new budget tool which is called Axiom and it's meant for higher education budgeting. We purchased the tool before holiday break and hit the ground running with it. It has some awesome capabilities. Ryan Schmidgall has led this since holiday break. We had four people on campus who were our testers.

We've come up with five rounds of budgeting. We are in round one. Round two involves finalizing our compensation plan and travel and professional budgets. Round 3 is finalizing those budgets. Round 4 is revising the budgets. We present to the Board of Trustees May 16th. Round 5 is revising those budgets after the final enrollment numbers are in. The budget should be finalized after the August 8th meeting. We hope to have some decisions to share with you soon. We are doing our best to change the path of our salary strategy. I will be presenting the professional development plan to the URC next week. I will end with enrollment. You should have seen our enrollment projections. Some are good and some are not. Tuition is our biggest revenue source. Our budget model is rolling up with our best projections right now. Everyone has been very collaborative and understands it's based on needs. This is really the most wonderful time of the year. Spring brings budget season! My favorite time of the year!

Wayne Bosma: It sounds like the unit will never get feedback on their budget?

Betsy Hull: No, with our new budget tool we have a consolidated view of their spending types.

[Allowing non-senator Wendy Schweigert to speak (no objection)]

Wendy Schweigert: Most of us have not seen the enrollment EMBO reports.

Angie Cooksy: We don't send out the EMBO reports anymore. We transitioned our reports into Slate and created a recruitment portal for faculty to access. If there is information you are curious about, please reach out and I'm happy to have those conversations.

B. Interim Provost Dan Moon

I wanted to tell you a bit about my day today. A few things were fantastic and exciting. Today was one of those days where I loved my job. I got to go to the Big Idea Expo in the Peplow Pavilion and see teams of students talk about their project ideas. Seeing our students shine and collaborate and grow under the leadership and mentorship of our faculty and staff at Bradley is fantastic. It was something I really enjoyed. The second thing I got to do was talk to a group of students from the College of Communications and Fine Arts. I talked to the students about why they came to Bradley. I asked what it is that they love about Bradley. Two things in particular made me extremely proud to be here and be a colleague of yours. One was the unparalleled opportunities they had across the institution. The other thing was the mentoring relationship between the faculty and students. One student talked about how a particular faculty member was like a father to him. I want to thank you all and let you know how much your efforts really transform the lives of our students. You don't hear the thanks enough. This sets our institution apart. As we navigate our challenges and recognize opportunities, we find our north star which is our students. A couple updates:

1. Deans searches: Slane college, CFA we should be ready to make an announcement on the search soon.
2. EHS has identified three finalists. Two finalists will visit the week of April 14th and one the week of April 21st.
3. At the last meeting there was a question about the media policy and conversations that took place on campus. After that meeting, several of us came together to discuss this in more detail. We had an open discussion and cleared up some misunderstandings. We also identified areas for where we can do better moving forward as an institution. Ben Jedd is working to identify faculty to review and update our media policy. We need a policy that is in line with the way media moves now.
4. Strategic Planning Committee: Matt O'Brien is leading a group to evaluate our previous strategic plan. I am leading a group to identify the way to best tell our Bradley story. As we've been going, we discovered we need clarity around that story.
5. I had a good conversation with the University Resources Committee. We discussed a new process to approve new programs. This is meant to integrate with the C&R

process. I've talked to Senate President Stern and we've been great thought partners with this initiative.

6. I'm bringing together a group of department chairs to create a process for an annual review of our entire portfolio of programs. The idea is not to measure and compare one program versus another. The goal is to find areas to strengthen our existing academic programs in a forward looking and strategic way, not in a reactive and punitive way. We are very early in this process.
7. Yesterday the prelaw program hosted a legal pathways program. Judge Jim Shadid was one of the panelists who shared his experience.
8. The animation program was just ranked #16 in the nation out of over 200 schools reviewed
9. Speech team took home first place in the NSE.
10. Bradley University hosted their first robotics competition last week. Thanks to both Jon Michael and Jim Shadid for attending.
11. After our first successful TEDx event in 2024, our 2025 TEDx was approved for September 18th, 2025.

Megan Remmel: The Trump administration has set its sights on higher education. We've seen threats to research funding and overhead, an increase in endowment taxation as well as attacks on curriculum and even the likely illegal detention of students. As you've surely seen, the vast majority of colleges and universities are struggling to meet this critical moment. Columbia University is but the most egregious example of this cowardly behavior. Even yesterday, not one of the top 15 law schools signed onto a letter featuring law school deans from lower-tiered universities opposing the administration's attacks on their curriculum or against law firms doing work on behalf of clients the administration wants silenced.

I understand the desire to keep one's head down in the face of authoritarianism. But that is the exact goal of authoritarianism. And keeping one's head down doesn't save anyone in the end. The administration will continue to attack nearly all of higher education save for a few schools openly aligned with this regime. The nation's colleges and universities must unite in coordinated and active opposition to this administration's financial and legal attacks on our students and higher education more broadly. There IS strength in numbers, but that requires colleges and universities stand up for the value of higher education in virtually all aspects of life.

What does the administration intend to do to demonstrate that Bradley will not cower in the face of an administration that actively seeks to destroy higher education, currently under the guise of attacking students who dared to convey viewpoints the administration deems unacceptable? And how do you intend to convey Bradley's sincere commitment to protecting ALL of its students, faculty, and staff from this administration's war on higher education?

Dan Moon: We talk about this as a senior leadership team on a regular basis. I don't see this as my place to provide the institutional answer. We see what the Trump Administration is doing as a threat to higher education. We want to safeguard our faculty, staff, and students. We are working to protect our research grants and our international faculty and students. We've also talked about forming a more united presence. This is very early in the process but it's happening. It's also happening among enrollment officers. With our incoming President, we're looking at what our institutional response will be.

Megan Remmel: I appreciate the answer. We do a lot of talking and we don't do a lot a lot of the time. We don't have time to have long conversations about this. I am imploring anyone with any decision-making authority to act quickly.

Dan Moon: I hear you and I don't disagree. We want to be thoughtful about what we do. We want to take actions that will help our faculty, staff, and students, and not take action that might hard our faculty, staff, and students.

Kristi McQuade: Thank you to Megan for making that very important statement. I also thank you for addressing the issue related to media policy and freedom of speech. Why are we not using an existing University Senate committee to explore what steps we need to take to clarify the policy. Contractual arrangements might be a good one to start with. If we don't have a committee that doesn't meet a university need, we can create a committee to meet those needs.

Dan Moon: I'm not against using an existing policy to review the media policy. The thought was to engage more faculty members, but we are open to that idea. The group I brought together to create an annual review process involves department chairs because department chairs are already well versed in that process.

Xander Villano: I understand there is a Town Hall scheduled for April 9th to address this issue. My first question, will our incoming President be part of this Town Hall? My second question, has the issue Megan raised been placed as an immediate action item for the President?

Dan Moon: I think President Shadid will be at the Town Hall but as for the action item, I don't have an answer for that.

C. Interim President Jonathan Michael

First, the robotics competition we had was absolutely amazing. Kudos to everyone who put it on. It was a rowdy as a Bradley basketball game. Jim Shadid has been hired as Bradley's newest President. His first day is April 1, 2025. I have an update from the search committee I'd like to share:

The Presidential search for Bradley University commenced August 5, 2025 with the selection by committee co-chairs of Russell Reynolds and Associates as our consultant for the Search. The committee first met on September 3rd. Following several listening sessions and a campus online survey, we finalized the Presidential Prospectus (Leadership Profile) and published it on November 1st.

The Presidential search committee was comprised of:

Three faculty members selected by the University Senate

Kyle Dzapu
Kristi McQuade
Ahmad Fakheri

University Staff Council President

Kim Hensley

Student Body President

Adalia Yeung

Six Board of Trustee members

Kathi Holst

Ray LaHood

Garrett Williams

Matt Vonachen

Mike Scimo

Mel Flowers

One Former Board of Trustee Member

Robin Kelly

President Jon Michael attended as a non-voting member.

The search was facilitated by Russell Reynolds & Associates.

The initial candidate pool included 34 individuals, while 11 applicants were excluded by Russell Reynolds for lacking qualifications. The 34 candidates consisted of:

- 8 Provosts
- 8 Deans
- 4 Vice Presidents for Business
- 3 Former University Presidents
- 3 Vice Presidents for Advancement
- 2 Vice Presidents for Enrollment
- 1 Vice President for DEI
- 1 Advisor to a President
- 1 Faculty Member
- 1 Federal Judge
- 1 Head of a Space Agency
- 1 High School Head

Based on available information to the committee, including the candidate's CVs, the committee selected 9 candidates for an initial Zoom interview.

At the end of these first interviews, six candidates advanced to a second round of more intensive Zoom interviews.

At this point the committee selected three finalists for in-person interviews. Each received a weekend campus tour led by Adalia Yeung, Kim Hensley, and Kyle Dzapo. They then met separately with four groups:

1. The search committee
2. Senior leadership (Vice Presidents)
3. Current and former Board of Trustees members
4. A key stakeholder group, including four faculty members recommended by the search committee's faculty representatives, along with designated staff and students

Following these meetings, the last three groups shared their impressions with the search committee. Judge Shadid emerged as the clear favorite. Ultimately, the committee unanimously recommended Judge Shadid to the Board of Trustees.

Respectfully submitted,

Kathi Holst
Matt Vonachen
Committee Co-Chairs

Jon Michael: I'll resume my duties as Chairman of the Board of Trustees. I think our future is very bright. We all need to row the boat in the same direction. I'll take questions now.

William Bailey: I'd like to hear your first and most important piece of advice you'll be giving the new President.

Jon Michael: I've learned Bradley is an amazing place. We have people who are very dedicated to this institution, and he should listen to them. He needs to figure out a way we can all work together to make this an even better place to be. Also, to not make quick and unmeasured decisions but to get a lot of counsel from all the different constituencies on campus.

Wendy Schweigert: Since you are going back to the board, will there be an opportunity to have formal mechanisms for people at Bradley to communicate with the Board?

Jon Michael: I am just about to address that. There was a resolution to increase communication with the Board and I do think there is a way to do that without undermining the President. We put out a recent message about the White House orders on directives involving Higher Education. We also have a Town Hall coming up discussing an important topic. Megan, I know you are looking for a brave announcement, but I won't be making one right now. One more thing, you'll be receiving an engagement survey soon. This is the culture survey for all of Bradley. This should give the incoming President a baseline of where campus sits with engagement. I've enjoyed my time here. I feel bittersweet about leaving. I've become friends of a lot of you and will continue that. I look forward to serving as your Chairman for the Board of Trustees.

Kim Hensley: I want to express our appreciation for your service to the University and your willingness to work with us.

Jon Michael: Thank you, Kim and thank you all.

IX. Unfinished Business

X. New Business

Kristi McQuade: I move to approve the handbook change proposal.

Travis Stern: This is coming from a committee, so it does not need a second. We will not vote on this today. It will be voted on at the meeting in April. Any comments or questions for now? We will vote on this in less than a month. We will hold this to the next meeting.

David Daye: My proposal will seem brief. The proposal change adds language to the handbook regarding tuition provisions for faculty and administrative staff. The old language states that the employee may take a maximum of 6 semester hours of undergraduate and graduate courses per session at \$5 per semester hour. The new language that they may take up to 9 semester credit hours.

President Stern: This motion does need a second.

Megan Rimmel: second.

President Stern: This is open to discussion, but we will vote on this at the next meeting.

Betsy Hull: The tuition remission policy is going through contractual arrangements right now. I suggest we wait till we have the entire passage reviewed. We will have more changes requested.

David Daye: When will be the final completion? Some students are relying on this passing this Spring. They want to complete their degrees sooner than their original date they planned.

Betsy Hull: I don't have a date, I'm sorry.

President Stern: I will share this out after the meeting.

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

Mat Timm: A maximum of 6 semester hours at \$5 and you'll let them go to 9, which is contradictory, unless you are going to have them pay for those 3 extra hours. This needs some reworking.

Colin Corbett: As someone who has taught these half semester courses, it's a full semester condensed into a short time frame. It's a lot of work. The point of the 6 hours is to limit the obligations of full-time staff so they aren't overwhelmed. We need to be careful about allowing for more hours.

David Daye: When this language was crafted, it wasn't in regard to the half semester courses. It's designed in a way to let students get out quicker. Right now, this hinders staff and keeps them in the program longer. They can determine if they can handle that course load. They should have the option to get done with the program sooner.

President Stern: I'll stop discussion for now in the sake of time. Any other items of new business? Seeing none, we move to the open forum.

XI. 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.

XII. Adjournment

Karl Jung motioned. Adjourned at 5:06pm.

Next meeting: Thursday April 17, 2025. Ballroom, Student Center

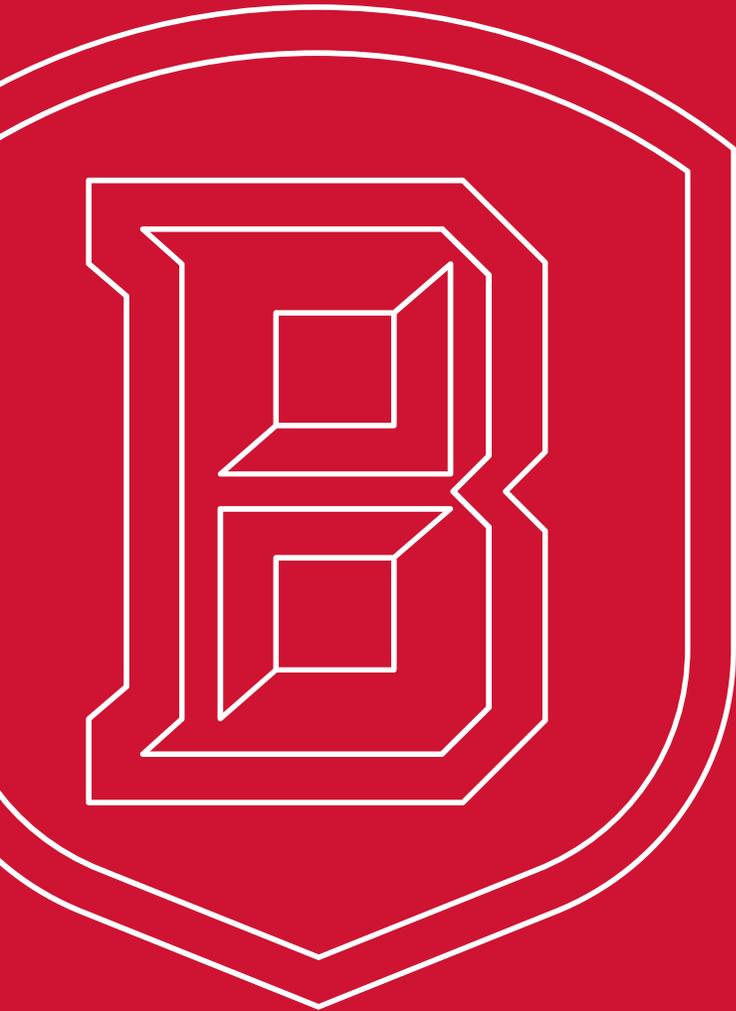
UNIVERSITY SENATE MEETING SIGN IN SHEET –

SENATORS

Meeting Date:

3/27/25

Name	Unit	Initials	Name	Unit	Initials
Bill Bailey	FCB	<i>BB</i>	Kris Maillacheruvu	Int. Dean CCET&FCB	<i>KM</i>
Rachel Borton	EHS	<i>RB</i>	Cyle Metzger	CFA	<i>CM</i>
Heather Brammeier	CFA	<i>HB</i>	Suruz Miah	CCET	<i>SM</i>
Adam Byerly	Handbook Ed.		Jonathan Michael	Int. Pres	<i>JM</i>
Colin Corbett	FCB	<i>CC</i>	Dan Moon	Int. Provost	<i>DM</i>
David Daye	CFA	<i>DD</i>	Sherri Morris	Int. Dean LAS	<i>SM</i>
Sarrah Denton	Student Rep		Libin Mou	LAS	<i>LM</i>
Candace Esken	FCB	<i>CE</i>	Jim Muncy	FCB	<i>JM</i>
Ahmad Fakheri	CCET	<i>AF</i>	Lee Newton	LAS	
Heather Ford	CFA	<i>HF</i>	Jessica Nigg	EHS	<i>JN</i>
Rustin Gates	LAS	<i>RG</i>	Melvy Portocarrero	LAS	<i>MP</i>
Danielle Glassmeyer	LAS	<i>DG</i>	Malik Raheem	EHS	
Amy Grugan	EHS	<i>AG</i>	Megan Rimmel	LAS	<i>MR</i>
Ethan Ham	Int. Dean CFA		Val San Juan	LAS	
Samuel Hawkins	LAS	<i>SH</i>	Udo Schnupf	LAS	<i>US</i>
Ray Hazlip	CFA	<i>RH</i>	Kathy Shapley	Int. Dean EHS	
Jacqueline Henderson	CCET		Prasad Shastry	CCET	<i>PS</i>
Lauren Henson	Student Rep		Karin Smith	EHS	<i>KS</i>
Jackie Hogan	LAS	<i>JH</i>	Todd Spires	Exec. Dir. Library	
Karl Jung	EHS	<i>KJ</i>	Travis Stern	CFA	<i>TS</i>
Andy Kelley	LAS	<i>AK</i>	Naomi Stover	LAS	<i>NS</i>
Joseph Kelly	EHS	<i>JK</i>	Jennifer Stubbs	Library	<i>JS</i>
Todd Kelly	CFA		Nathan Thomas	VP Student Aff	<i>NT</i>
Barb Kerns	CIO	<i>BK</i>	Shannon Timpe	CCET	
Deborah Kessler	LAS		Libby Tronnes	Parliamentarian	<i>LT</i>
Kevin Kimberlin	LAS	<i>KK</i>	Jamie Way	EHS	<i>JW</i>
Andy Kindler	Registrar	<i>AK</i>	Chris Williams	LAS	
Twila Lukowiak	EHS	<i>TL</i>	Adalia Yeung	Student Pres.	<i>AY</i>
Kristi McQuade	LAS	<i>KM</i>			



 **ADVANCE BU**

Faculty Climate Survey Findings: Senate Summary

Full presentation and
data available on
[ADVANCE BU Website](#)



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BRADLEY University



Trends from Three Campus-wide Faculty Surveys

Spring 2018 (Faculty Gender Equity Task Force)

- **N = 221** fulltime faculty across all five colleges and the library (117 women, 91 men, 13 other/prefer not to say—58% response rate for fulltime faculty)



- Focused on our internal climate
- 2024 survey was slightly shorter, with some revised questions
- Faculty designed, administered, and

Spring 2024 (ADVANCE BU)

- **N = 82** fulltime faculty across all five colleges and the library (31 men, 36 women, 15 non-binary/prefer not to say —27% response rate for fulltime faculty)



Spring 2023 HERI (Higher Education Research Institute) Faculty Survey (Office of Campus Climate)

- **N= 143** (72 women, 66 men, 5 nonbinary/other—43% response rate for all fulltime undergraduate faculty)



- Nationally standardized survey designed to allow us to make comparisons with our peer institutions
- Administered and analyzed by Office of Campus Climate



Survey Team Members and Notes

Spring 2018	Spring 2022	Spring 2024
Jackie Hogan (LAS) Kalyani Nair (CCET) Eden Blair (FCB) Dunja Antunovic (CFA) Mark Brown (EHS) Celia Johnson (EHS) Chris Jones (LAS) Tanya Marcum (FCB) David Olds (EHS) Melissa Peterson (EHS)	Janine Peacher (Div of DEI) Charity Gunn (Div of DEI)	Jackie Hogan (LAS) Kelly McConnaghay (LAS) Jenny Gruening Burge (OIE) Kalyani Nair (CCET) Sherri Morris (LAS) Austin Ioerger (EHS, GA) Christine Pribbenow (external evaluator, UW)

Note: Asterix (*) indicates statistical significance tables.

Call-out box indicates qualitative comment

Sense of Belonging and Being Valued

- A majority (>60%) of faculty feel **valued, welcomed, and respected** in their **department**, with **men** feeling this more strongly than women or non-binary faculty.
- A **majority** of BU faculty feel their **research** (74%), **teaching** (91%*), and **service** (85%*) are valued in their department (but, for teaching and service, significantly **less** so than at **peer** institutions).
- A **small minority** (<19%) of faculty feel valued by the **higher administration**. This is particularly pronounced among **women** faculty (6% agree/strongly agree).

“Bradley's upper administration...is extremely hostile and intimidating towards faculty and staff.”

“I certainly don't feel like administration cares if I am here or not. They would probably prefer for most of us to leave.”

“We need an administration that takes the shared governance and the faculty handbook seriously.”

Clarity and Equity of Tenure & Promotion Expectations



- **Less than 1/3** of faculty in 2024 believe that **T&P expectations** are **very clear**.
 - There is **less perceived clarity in 2024 than in 2018**. (Could indicate increasing awareness of problems rather than decreased clarity.)
- **Men** are significantly more likely than women or non-binary faculty to **perceive evaluations of teaching and research as fair**.
- **A minority (>28%)** of faculty believe that service is **valued/required** for tenure and promotion.
 - **Men** are significantly **more likely** than others to perceive that service loads are **equitably distributed**.



Plans to Seek Promotion to Full Professor

If you are currently an Associate Professor, do you plan to apply for Full Professor within 5 years?

Spring 2018			Spring 2024		
Men (Yes)	Women (Yes)	Other (Yes)	Men (Yes)	Women (Yes)	Nonbinary/ Other (Yes)
56%	48%	80%*	67%	50%	100%*

- Roughly **1/3 of all Associate Profs** and **1/2 of all women Associates do not plan to apply** for promotion.
- **25% of Full Professors at BU are women** (cf to 36% nationwide); and BU women earn avg.

“The raise isn't worth it. There are no rewards to do so.”

“I feel like the cards are stacked against me. The process feels like it ONLY evaluates scholarship. Since my focus has been on teaching, service, and other important roles at the institution, my scholarship isn't strong enough. I feel like the current process rewards those that are selfish, and punishes those that contribute the most to the university and its values.”



Work-life Balance

	Spring 2018			Spring 2024		
	Men	Women	Other	Men	Women	Nonbinary /Other
I feel that employment at Bradley allows me to achieve a healthy balance between work and family/personal life	67%* Agree/strongly agree	38% Agree/strongly agree	--	32% Agree/strongly agree	31% Agree/strongly agree 31%* Disagree/strongly disagree	13% Agree/strongly agree

- **Work-life balance** appears to have **decreased considerably**, especially among men.
- BU faculty satisfaction with **Departmental Support for Work-life Balance** lags significantly **behind peer institutions**.

“The evisceration of staff from our department has caused the faculty to take on the duties of 2 full time staff. Productivity in all areas has suffered and the quality of the educational experience...has declined.”

Awareness of Discrimination and Perceived Effectiveness of Institutional Response

- Roughly **1/3** of all faculty are aware of **discrimination against faculty of color**.
- BU faculty perceive **more racial conflict** on campus than faculty at **peer institutions**.
- **Women** and non-binary faculty are significantly **more likely** than men to be aware of:
 - Discrimination against women faculty in T&P decisions; compensation; professional development opportunities; service loads; and subtle sexism.
 - Discrimination against LGBTQ faculty, faculty with disabilities, and faculty based on nationality.
- A **minority** (6%-37%) of **women** and **non-binary** faculty feel that these forms of discrimination and harassment are **taken seriously** or **responded to effectively** at Bradley.
- A **minority** (>39%) of **all faculty** believe that **hostile and intimidating behavior is taken very seriously**

“There are faculty at the university that are what I would best describe as “bullies.” Everyone knows that they act this way, but there doesn't seem to be anything we can do about it. “

“The HR department reports to the Provost and/or VP of legal affairs... They are more concerned with protecting the university than the employees.”



Overall Measures of Satisfaction Compared with Peer Institutions

- BU faculty satisfaction lags **significantly behind peer institutions** regarding:
 - Salary*
 - Retirement benefits*
 - Scholarly opportunities*
 - Leave policies*
 - Equity of salary and benefits*
 - Overall job satisfaction*



What needs to change?

What supports are available?

Whose responsibility is it?



Summary: Eight Challenges and Possible Responses

Challenges	Possible Responses and ADVANCE BU Initiatives	Whose Actions Needed?
<p>(1) Lack of clarity and confidence in equity of TPR processes</p>	<p>Revise TPR processes, drawing on:</p> <ul style="list-style-type: none">• <u>ADVANCE BU Recommendations for Revising TPR Guidelines</u>;• <u>ADVANCE BU Recommendations for Revising the Evaluation of Teaching</u>;• <u>ADVANCE BU Recommended University Template for Soliciting External Letters</u>.	<p>Academic units; Chairs and Deans; University Senate; Provost</p>
<p>(2) Lack of clarity on how much service is required; lack of confidence that service duties are equally distributed</p>	<ul style="list-style-type: none">• Provide greater specificity of service expectations for each rank and the relative “weight” of service in TPR decisions, per <i>ADVANCE BU Recommendations for Revising TPR Guidelines</i>.• Units adopt evidence-based practices for promoting equity in service, found in <u>ADVANCE BU Recommendations for Promoting Equitable Service Loads</u>.	<p>Academic units</p>



Summary: Eight Challenges and Possible Responses

Challenges	Possible Responses and ADVANCE BU Initiatives	Whose Actions Needed?
<p>(3) About 1/3 of all Associate Profs and 50% of women Associate Profs do not plan to apply for promotion to Full.</p>	<ul style="list-style-type: none">• Revising TPR policies to reflect the full range of faculty work, and clarifying annual evaluation, and service processes (as above) should lead to earlier, more equitable promotions. Earlier promotion → higher compound earnings, and more gender equity at Full Professor rank.• AND/OR increase salary “bump” to national average and communicate transparent compensation policies to faculty. See <u>9 Policies that Lead to a More Equitable and Inclusive Workplace</u>.	<p>Academic units; Chairs and Deans; University Senate; Provost</p> <p>Provost; President; CFO; Board of Trustees</p>



Summary: Eight Challenges and Possible Responses

Challenges	Possible Responses and ADVANCE BU Initiatives	Whose Actions?
(4) Very low sense among faculty that they are valued by administration	<ul style="list-style-type: none">Strengthen communication between faculty and administration; consider establishing Chairs Council; rebuild trust through transparency and shared governance. (More suggestions are needed.)	Chairs; Deans; Provost; Pres; University Senate
(5) Decreased work/life balance , low satisfaction with work/life policies, salary, benefits, workload/teaching load, scholarly opportunities.	<ul style="list-style-type: none">Ensure adequate staffing to support teaching, research, and University operations.Utilize ADVANCE BU Equity Dashboard (forthcoming).Adopt 9 Policies that Lead to a More Equitable and Inclusive Workplace. For example:<ul style="list-style-type: none">Create pay transparency and pay equity mechanisms;Establish childcare stipends;Adopt flexible work schedule & leave policies.	HR; Deans; Provost; CFO; President; Board of Trustees

Summary: Eight Challenges and Possible Responses



Challenges	Possible Responses and ADVANCE BU Initiatives	Whose Actions Needed?
<p>(6) Women & nonbinary/ other faculty have more experiences of multiple forms of discrimination than men.</p>	<ul style="list-style-type: none"> • Participation of faculty from advantaged gender identities in Advocates and Allies program should decrease subtle discrimination. • Strengthen internal processes for reporting and responding to discrimination. 	<p>Faculty and staff in historically privileged groups; HR and Title IX offices</p>
<p>(7) Low faculty confidence that discrimination, harassment, bullying taken seriously and effectively handled.</p>	<p>Improve communication about Title IX processes and outcomes; strengthen process for non-Title IX conflict resolution. (Specific suggestions are needed.)</p>	<p>HR; Title IX office; University Senate</p>
<p>(8) Compared to peer institutions, Bradley faculty report more racial conflict on campus.</p>	<p>These results from HERI do not specify the nature of such conflict. Specific data gathering and problem solving is needed, particularly on faculty and staff experiences.</p>	<p>Division of DEI</p>



Next Steps

- ✓ Read full recommendations on the ADVANCE BU website under “[Reports](#)”.
- ✓ Send questions and comments to ADVANCEBU@bradley.edu or to the relevant campus office.
- ✓ Get involved in an ADVANCE BU initiative by contacting the relevant Team leader at <https://bradley.edu/sites/ADVANCEBU/team/> or by attending our campus events.
- ✓ Invite us to speak with your unit or group about any of our recommendations or programs. Email jlhogan@bradley.edu.

Discussion: Questions and Suggestions?