



Seventh Regular Meeting
2022-2023 Bradley University Senate
3:10 p.m., Thursday, April 20, 2023
Ballroom A, Michel Student Center



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

0. The meeting is being recorded and livestreamed. Thank you IT!
1. Social immediately following the meeting.
2. May meeting will be in Marty Theatre, new senators need to attend Special Meeting immediately following.
3. University Resources Committee will provide a presentation of their annual report at the May meeting.

III. Approval of the Minutes of the Sixth Regular Meeting of the 2022-2023 University Senate, March 23, 2023

See attached Minutes

IV. Report from the Student Body President

V. Reports from Administrators

A. President Standifird

B. Provost and Senior Vice President for Academic Affairs Zakahi

VI. Reports from Committees

A. Curriculum and Regulations

1. Curriculum Consent Items

236078	Core curriculum addition	ART ART 426 Photographic Portfolio
235133	Core curriculum addition	COM COM 481 Advertising Campaigns
235097	Core curriculum addition	IME IME 301 Engineering Economy I
235022	Core curriculum addition	MUS MUS 382 Music and World Culture
235007	Core curriculum addition	IDP EGT 340 Sustainability Issues in Business and Engineering
235006	Core curriculum addition	IDP BUS 340 Sustainability Issues in Business and Engineering
234804	Core curriculum addition	ART ART 306 Designing for a Brand Experience
234642	Core curriculum addition	ETE ETE 361 Methods of Teaching Mathematics 6-12
234397	Core curriculum addition	I M I M 499 Exhibit Production
234147	Core curriculum addition	SOC SOC 320 Social Theory
234081	Core curriculum addition	SOC SOC 322 Self and Social Interaction
231627	Core curriculum addition	HIS HIS 352 Introduction to Digital Humanities

235454	Course addition	NUR NUR 666 Management of Adolescents, Adults, and Geriatrics I
235455	Course addition	NUR NUR 667 Management of Adolescents, Adults, and Geriatrics II
235456	Course addition	NUR NUR 668 Management of Adolescents, Adults, and Geriatrics III
235367	Course addition	NUR NUR 655 Diagnostic Reasoning
235368	Course addition	NUR NUR 656 Management of Acutely Ill Adults and Geriatrics I
235369	Course addition	NUR NUR 657 Management of Acutely Ill Adults and Geriatrics II
235370	Course addition	NUR NUR 658 Management of Acutely Ill Adults and Geriatrics III
235293	Course addition	FCS FCS 595 Supervised Experiential Learning
235267	Course addition	E E ECE 475 Security for Industrial Automation
235268	Course addition	E E ECE 575 Security for Industrial Automation
235155	Course addition	THE THE 339 History of the American Musical Theatre
235010	Course addition	IDP BUS 340 Sustainability Issues in Business and Engineering

235009	Course addition	IDP EGT 340 Sustainability Issues in Business and Engineering
234977	Course addition	MUS MUS 347 Basketball Band
234978	Course addition	MUS MUS 348 Resonant Fusion
234979	Course addition	MUS MUS 349 Hilltop Combo
234582	Course addition	MUS MUS 471 Instrumental Pedagogy and Literature
234122	Course addition	CSD CSD 520 Clinical Practicum I
234127	Course addition	CSD CSD 521 Clinical Practicum II
234146	Course addition	CSD CSD 522 Clinical Practicum III
234148	Course addition	CSD CSD 530 Clinical Practicum IV
234149	Course addition	CSD CSD 531 Clinical Practicum V
233641	Course addition	CSD CSD 501 Communication Disorders in Infants and Toddlers
233644	Course addition	CSD CSD 502 Phonological Disorders
233647	Course addition	CSD CSD 503 Motor Speech Disorders
233649	Course addition	CSD CSD 504 School Age Language and Literacy Disorders
233650	Course addition	CSD CSD 505 Aphasia and Related Disorders
233651	Course addition	CSD CSD 506 Augmentative and Alternative Communication
233652	Course addition	CSD CSD 507 Autism
233653	Course addition	CSD CSD 508 Dysphagia
233654	Course addition	CSD CSD 509 Fluency Disorders
233655	Course addition	CSD CSD 510 Voice Disorders
233656	Course addition	CSD CSD 511 Pediatric Feeding Strategies
233658	Course addition	CSD CSD 512 Cognitive Rehabilitation
233668	Course addition	CSD CSD 513 Ethics and Contemporary Professional Issues
233671	Course addition	CSD CSD 514 Counseling in Communication Disorders
229475	Course addition	SEI SEI 305 Innovation Journey

235475	Course modification	CS CS 491 Capstone Project II
235418	Course modification	CS CS 462 Machine Learning
235419	Course modification	CS CS 370 Database Management Systems
235421	Course modification	CS CS 461 Artificial Intelligence
235424	Course modification	CS CS 562 Machine Learning
235379	Course modification	CIV CIV 113 Unified Fine Arts and Western Civilization I
235380	Course modification	CIV CIV 114 Unified Fine Arts and Western Civilization II
235411	Course modification	CS CS 472 Distributed Databases and Big Data
235413	Course modification	CS CS 141 Introduction to Python Programming
235429	Course modification	CS CS 699 Thesis in Computer Science
235406	Course modification	CS CS 360 Fundamentals of Data Science
235409	Course modification	CS CS 463 Knowledge Discovery and Data Mining

235422	Course modification	CS CS 541 Python Programming for Data Science
235423	Course modification	CS CS 560 Fundamentals of Data Science
235330	Course modification	E E ECE 470 Embedded Data Structures and Object Oriented Programming
235331	Course modification	E E ECE 471 Real-time Operating Systems
235332	Course modification	E E ECE 472 Embedded Microcontroller Linux
235334	Course modification	E E ECE 473 Embedded TCP/IP
235335	Course modification	E E ECE 480 Digital Systems: Communication and Interface
235336	Course modification	E E ECE 482 Digital Systems: High Level Synthesis and Codesign
235337	Course modification	E E ECE 483 Digital Systems: Microprocessor Architecture and Design
235339	Course modification	E E ECE 484 Digital Systems: Peripheral Architecture and Design
235362	Course modification	E E ECE 570 Embedded Data Structures and Object Oriented Programming
235363	Course modification	E E ECE 571 Real-time Operating Systems
235365	Course modification	E E ECE 573 Embedded TCP/IP
235364	Course modification	E E ECE 572 Embedded Microcontroller Linux
235310	Course modification	HIS HIS 342 Europe, 1789-1914
235321	Course modification	NUR NUR 684 Advanced Psychiatric Interviewing and Differential Diagnosis
235314	Course modification	NUR NUR 680 Psychiatric Mental Health Nurse Practitioner (PMHNP) Roles
235323	Course modification	NUR NUR 685 PMHNP Continuum of Care Across the Lifespan and Practicum I
235325	Course modification	NUR NUR 686 PMHNP Continuum of Care Across the Lifespan and Practicum II
235294	Course modification	FCS 586 Supervised Research in Family and Consumer Sciences
235319	Course modification	NUR NUR 682 Psychopharmacology and Neurophysiology for the PMHNP
235327	Course modification	NUR NUR 687 PMHNP Sub-Specialty Focus and Practicum III
235328	Course modification	NUR NUR 688 Professional Aspects of the PMHNP
235277	Course modification	FCS FCS 272 Hospitality Facilities Management
235278	Course modification	FCS FCS 376 Professional Development Seminar
235279	Course modification	FCS FCS 470 Special Topics in Hospitality Business
235283	Course modification	HIS HIS 329 Modern Germany 1870-Present
235284	Course modification	HIS HIS 340 Europe Since 1914
235265	Course modification	CS CIS 491 Computer Information System Project Management
235261	Course modification	CS CIS 300 Computers and Society
235262	Course modification	CS CIS 475 Computer Information Systems Analysis, Design and Integration
235237	Course modification	CS CS 480 Social and Professional Issues in Computing
235238	Course modification	CS CS 490 Capstone Project I

235229	Course modification	ATG ATG 430 Professional Skills of Inquiry
235208	Course modification	CS CS 140 Advanced Programming Concepts and Languages
235209	Course modification	CS CS 210 Advanced Data Structures and Algorithms
235210	Course modification	CS CS 370 Database Management Systems
235206	Course modification	ART ART 205 Typographic Design
235207	Course modification	CS CS 101 Introduction to Programming
235179	Course modification	CS CS 100 Introduction to Programming Concepts and Languages
235164	Course modification	ECL ENC 669 Education Law, Advocacy and Leadership
235098	Course modification	ECL ENC 653 Professional School Counseling K-8
234957	Course modification	CHM CHM 104 Essentials of General Chemistry
234958	Course modification	CHM CHM 162 Fundamentals of Organic and Biochemistry
234876	Course modification	ENC ENC 630 Diagnosis and Treatment of Mental Disorders
234831	Course modification	ECL ENC 608 Brain-Based Counseling Interventions
234834	Course modification	ECL ENC 654 Consultation in the Helping Professions
234835	Course modification	ECL ENC 690 Practicum
234836	Course modification	ECL ENC 691 Internship I
234832	Course modification	ECL ENC 661 Intimate Partner Relationships and Family Counseling
234829	Course modification	ECL ENC 551 Prevention and Treatment of Substance-Related and Addictive Disorders
234830	Course modification	ECL ENC 620 Professional Counseling Orientation and Ethical Practice
234833	Course modification	ECL ENC 631 Trauma, Crisis and Grief Counseling
234802	Course modification	FIN FIN 200 Introduction to Finance
234758	Course modification	ART ART 220 Professional Lecture Series/Studio Visits I
234760	Course modification	ART ART 221 Professional Lecture Series/Studio Visits II
234664	Course modification	OTD OTD 751 Capstone Implementation
234676	Course modification	CHM CHM 253 Organic Chemistry Laboratory I
234653	Course modification	ECL ENC 540 Human Growth and Development Across the Lifespan
234666	Course modification	OTD OTD 803 Evidence-based Clinical Inquiry in OT
234668	Course modification	OTD OTD 813 Research Methodology-Qualitative Methods
234669	Course modification	OTD OTD 823 Educational Principles in OT
234670	Course modification	OTD OTD 833 Advanced Practice Trends in OT
234671	Course modification	OTD OTD 843 Evidence-based Project Discovery and Design
234672	Course modification	OTD OTD 845 Evidence-based Project Implementation

234571	Course modification	CHM CHM 252 Organic Chemistry I
234360	Course modification	FCS NPL 381 Seminar in Leadership
234359	Course modification	FCS NPL 300 Advanced Leadership
234152	Course modification	SOC SOC 320 Social Theory
233956	Course modification	SOC SOC 334 Crime and Society
233929	Course modification	SOC SOC 330 Perspectives on Deviance
233930	Course modification	SOC SOC 331 Correctional Policies and Society
233931	Course modification	SOC SOC 322 Juvenile Delinquency
233932	Course modification	SOC SOC 333 Sociology of Violence
233933	Course modification	SOC SOC 341 Medical Sociology
233934	Course modification	ANT ANT 305 Peoples and Cultures of the World
233936	Course modification	ANT ANT 314 Indigenous Peoples
233938	Course modification	SOC SOC 240 Research Methods
233935	Course modification	ANT ANT 306 Illness and Healing in Cross-Cultural Perspective
233937	Course modification	ANT ANT 403 Anthropology Senior Project
233939	Course modification	SOC SOC 300 Gender in Cross-Cultural Perspective
233940	Course modification	SOC SOC 311 Families in Cross-Cultural Perspective
233840	Course modification	HIS HIS 382 European Women, Gender, and Sexuality Since 1600
233741	Course modification	SOC SOC 391 Internship in Applied Sociology
233757	Course modification	SOC SOC 313 Race, Ethnicity, and Power
233765	Course modification	FIN FIN 325 Investment Analysis
233747	Course modification	SOC SOC 491 Directed Research
233743	Course modification	SOC SOC 492 Advanced Research Colloquium
233691	Course modification	SOC SOC 343 Sociology of Mental Health
233693	Course modification	SOC SOC 315 Gender and Society
233689	Course modification	SOC SOC 310 Sociology of Families
232951	Course modification	CE CE 498 Civil Engineering Design Project II
231270	Course modification	M L M L 300 Environments of Organizations
228736	Course modification	ATG ATG 530 Professional Skills of Inquiry
205135	Course modification	SOC SOC 312 Social Inequality
204792	Course modification	I M I M 344 Environmental Storytelling

235270	Course deletion	FCS FCS 370 Hospitality Management Accounting
235272	Course deletion	FCS FCS 371 Convention & Meeting Planning
235273	Course deletion	FCS FCS 372 Hospitality Law
235274	Course deletion	FCS FCS 375 Hospitality Practicum I
235276	Course deletion	FCS FCS 475 Hospitality Practicum II
234980	Course deletion	MUS MUS 310 Ensemble
234361	Course deletion	FCS ENC 200 Introduction to Leadership Studies
234362	Course deletion	FCS ENC 305 Service Learning: Outreach & Engagement
234363	Course deletion	FCS ENC 380 Independent Study
234364	Course deletion	FCS ENC 486 Leadership Practicum
233738	Course deletion	SOC SOC 392 Internship in Applied Sociology

233756	Course deletion	SOC SOC 212 Sociology of Diversity
233761	Course deletion	SOC SOC 450 Senior Seminar in Sociology
233690	Course deletion	SOC SOC 420 Critical Theory
233703	Course deletion	SOC SOC 321 Individual and Society
233704	Course deletion	SOC SOC 342 Social Policy
226710	Course deletion	FIN FIN 384 Entrepreneurial Finance
226711	Course deletion	FIN FIN 323 International Financial Management
226712	Course deletion	FIN FIN 423 Advanced Business Finance
226713	Course deletion	FIN FIN 424 Capital Budgeting

2. Curriculum Items requiring a motion

234266	Major addition	C E 4+1 BSC / MSCE

235271	Major modification	FCS Hospitality Management
235181	Major modification	I M Game Art
235066	Major modification	I M User Experience Design
234808	Major modification	FIN Corporate Finance
233954	Major modification	SOC Sociology
232458	Major modification	HIS History and Social Studies Education (9-12) Major
231274	Major modification	M L Management and Leadership

233639	Program addition	CSD Speech Language Pathology

234973	Program modification	ENC Counseling Program
234879	Program modification	FCS Master of Science in Nutrition and Dietetics
234662	Program modification	OTD Entry Level Occupational Therapy Doctorate
234203	Program modification	BUS Master of Business Administration
229474	Program modification	SEI Entrepreneurial Scholar

234374	Certificate addition	FCS Nonprofit Leadership
232117	Certificate addition	CS Data Science

235434	Concentration modification	MUS Bachelor of Music in Performance (Orchestral/Band Instruments Concentration)
235214	Concentration modification	ECL Professional School Counseling
235192	Concentration modification	ECL Clinical Mental Health Counseling
231597	Concentration modification	M L Management and Leadership (Human Resource Management)

233941	Minor Modification	SOC Sociology
233145	Minor Modification	AAS African American Studies
232919	Minor Modification	FCS Leadership Studies
231142	Minor Modification	BUS MIS Minor
229473	Minor Modification	SEI Entrepreneurship and Innovation

3. Motion to change Faculty Handbook language regarding membership and chair of Subcommittee on Regulations and Degree Requirements as indicated below in red.

Section I.E.Article V-Committees, 3.The Committee on Curriculum & Regulations

5. The Subcommittee on Regulations and Degree Requirements

a. The function of the Subcommittee on Regulations and Degree Requirements shall be:

- 1) To review periodically, making recommendations to the Committee on Curriculum and Regulations when appropriate;
 - a) The areas described in the University Catalog in the section on Academic Regulations;
- 2) To construct and propose the academic calendar.
- 3) To review the qualifications of nominees for honorary degrees and submit recommendations to the President of the University and to the Board of Trustees for approval.

b. The Subcommittee on Regulations and Degree Requirements shall consist of the following:

- 1) The Registrar (**ex-officio member**)
- 2) One dean selected by the Committee on Curriculum and Regulations for a term of **five three** years.
- 3) One faculty member from each of the colleges to serve terms of **five three** years. The terms should be staggered to ensure continuity on the committee.
- 4) The faculty members on the committee shall be appointed by the dean of the college in consultation with the executive committee of the college.

c. The committee shall be permanently co-chaired by the Registrar. Additionally, a co-chair shall be elected by and from the committee at large, who shall serve for a three-year term.

4. Motion to change Proof of English Proficiency policy – see attached proposal

B. Tenure, Promotion, and Dismissal

1. Motion: to change Faculty Handbook language regarding extending the probationary period as indicated below.

Section D. Tenure

Subsection 4. Policy for Extending the Probationary Period

Faculty members ~~may~~ shall be granted, ~~upon request, a single~~ one-year extension of the probationary period (not to be confused with a leave of absence) under the following circumstances:

- a. Becoming a parent or legal guardian during the probationary period or in the two years prior to appointment ~~Adoption or birth of a child; Care of a child, adoption of a child under six years of age, or birth of a child;~~
- b. Need to devote substantial time to the care of a diseased, ill, or injured person, **or one with special support needs;**
- c. Disease, illness, or injury debilitating the probationary faculty member.

In the case of multiple events (for instance, the birth of a second child, or the birth of a child and the need to care for a seriously ill parent), the faculty member can choose to be granted an additional one-year extension. Additional extensions beyond these two may be granted under extraordinary circumstances.

In each of the circumstances listed above it is expected that the faculty member is employed full-time and will continue to perform ~~his or her~~ **their** duties as specified in the Faculty Workload Statement, **but evaluation of progress towards tenure with respect to scholarship and creative activity will be suspended during the extension, and the addition of time shall not lead to increased expectations for overall scholarship or creative production to be completed during the probationary period. In no circumstance shall an extension of the probationary period be used for any punitive or adverse action.**

A request, **with supporting documentation**, to extend the probationary period should be made to the department chairperson in writing no later than April 1st prior to the final year of the probationary period. **If the faculty member chooses**, the department chairperson will forward the request to the tenure committee of the department for ~~its consideration~~ **verification of eligibility. This committee will forward to the chairperson the vote and the explanation to substantiate the recommendation. The chairperson will ~~then~~ forward the ~~committee results~~ **request along with his or her recommendation** to the dean, who will forward this documentation ~~along with his or her recommendation~~ to the Provost and Vice President for Academic Affairs who will ~~render a final decision~~ **approve the process**. This ~~decision should~~ **approval will** reach the faculty member no later than 30 days from the date the department chairperson receives the request. All appeals of the decision of the Provost and Vice President for Academic Affairs will be made through the normal grievance procedures.**

C. Executive Committee

1. Change in wording to Faculty Handbook regarding tuition remission p. 56 (FYI only)

Section II.B.3.d.1)Fringe Benefits

Replace current language:

- k) 17) Tuition remission for graduate courses taken by the employee, the employee's spouse, or the employee's dependents is a taxable benefit.

with:

k) 17) Tuition remission for graduate courses may be a taxable benefit. For more information on taxability of such benefits, reference 26 U.S. Code § 127 - Educational Assistance Programs.

2. Motion to change the Handbook language about meetings of the Board of Trustees I.A.2 pages 1 and 2.

I.A.2.

2. Board of Trustees

Bradley University, an Illinois, not-for-profit corporation, is controlled by a Board of Trustees consisting at any given time of not less than 21 and no more than 40 members, including the President of the University. The Board consists of members which include Life Trustees, Term Trustees (elected for six years), two Alumni Term Trustees (elected for six years), and the President of the University. The President reports to the Board of Trustees.

The Board of Trustees is responsible for determining the basic policies which govern the University. It appoints the President, counsels with the President and reviews the President's administration of University affairs.

Officers of the Board are a Chairman, Vice Chairman, Secretary-Treasurer, and such Assistant Secretary-Treasurers as the Board shall elect. The Board meets quarterly, with sessions ~~on the fourth Friday of January, April (Annual Meeting), July and October.~~ **on such dates as determined by the President of the University in consultation with the Chair of the Board of Trustees and the University Senate President. Board meetings shall be scheduled so as to avoid conflicts with the Regular Meetings of the University Senate.** Ample time is provided at these quarterly meetings for the various committees of the Board to meet, and these committees include Executive, Trustee and Nominations, Academic Planning, Finance and Property, University Advancement, Student Affairs, and Audit.

3. Motion to change the Handbook language about University Senate Membership

Current language:

ARTICLE II - UNIVERSITY SENATE

1. Membership

1. The President, ~~and Vice Presidents of the University,~~ **the Provost and Senior Vice President for Academic Affairs, the Vice President for Student Affairs, the Deans of Colleges, the Associate Provost for Information Technologies and Resources, the Chief Information Officer, the Registrar, the President of the Staff Council, the Vice President of the Staff Council,** and the immediate Past President of the University Senate shall be ex officio members of the University Senate.

2. **The President of the University, in consultation with the President of the University Senate, may appoint two additional representatives who shall be selected from Bradley administration, staff or faculty, and who shall be voting members of the University Senate. These appointments shall be two-year terms and are renewable.**

2. 3. The Student Senate...

4. Motion to change Section I.E.V.4.2, page 21, the statement on the membership of the Senate Committee on elections as indicated below.

2. The Committee on Elections shall consist of ~~four~~ **three** Senators serving staggered terms of two years. New members, including the Chairperson, shall be recommended from the membership of the new Senate by the Executive Committee of the prior Senate, for approval at the May meeting.

5. Motion to remove the Non-smoking Policy, Article V. Part A. page 182, from the Faculty Handbook.

Current language:

V.A. Non-Smoking Policy

Because of its concern for the comfort, safety, and well-being of its employees and students, Bradley University has chosen to become a smoke-free environment. Effective May 17, 1993 the following non-smoking policy will be in place:

1. There shall be no smoking in any building (except the residence halls) owned, leased, or directly managed for the conduct of education or business by Bradley University. There shall be no smoking in any corridor, lobby, rest room, classroom, private office, waiting area, cafeteria, meeting room, or in any vehicle owned by the University.
2. Conference Facilities which are leased by the public may be considered smoking or non-smoking for the event only. The conference facilities director shall encourage the lessee to opt for nonsmoking.
3. Academic and business administrators shall be responsible for ensuring that the nonsmoking policy is upheld in their individual colleges, departments, and offices.

6. Motion to replace Article V. Part B. page 182, with the statement indicated below.

Current language:

B. Compliance with Laws

Bradley University and its operations are subject to numerous federal, state, and local laws and regulations. Examples include the Americans with Disabilities Act, the Clery Act, the federal Common Rule on Human Subject Research, the Copyright Act, the Drug-Free School and Communities Act of 1989, the Family Educational Rights and Privacy Act, the Illinois Human Rights Act, Titles VI and VII of the Civil Rights Act of 1964, and Title IX of the Education Amendments of 1972. As a matter of policy, all Bradley employees are expected to comply with the laws and regulations that apply to its operations.

In compliance with the Drug-Free School and Communities Act of 1989, Bradley University recognizes that an academic community can be harmed in many ways by the abuse of alcohol and

the use of other drugs. Problems associated with illicit use and abuse of substances harm the University and the community at large.

Bradley University promotes an environment that reinforces healthy, responsible living, respect for community laws, campus standards and regulations; the individual's responsibility within the community; and the intellectual, social, emotional, spiritual or ethical, and physical well-being of its community members.

As appropriate, all Bradley University employees will be informed of the University policy on a drug-free campus.

Replace with the statement:

Employees of Bradley University are obligated to observe all applicable federal, state, and local laws and regulations.

VI. Old Business

VI. New Business

VII. Adjournment



Sixth Regular Meeting Minutes

2022-2023 Bradley University Senate
3:10 p.m., Thursday, March 23, 2023
Ballroom A, Michel Student Center



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

The meeting started at 3:10 PM.

II. Announcements

0. The meeting is being recorded and livestreamed. Thank you to the IT department!
1. Evaluations of President Standifird and Provost Zakahi will be conducted this semester.
2. Social will be occurring after the April Senate meeting.
3. Senate elections will occur soon so please consider committee nominations.

III. Approval of the Minutes of the Fourth Regular Meeting of the 2022-2023 University Senate, December 7, 2022

See attached Minutes

Motion to approve the 4th regular meeting minutes from 2022-2023

Mat Timm (motion), Eden Blair (2nd)

The motion carries unanimously.

IV. Bradley University 403(b) Plan Investment Committee **Dennis Koch, Associate Vice President of Financial Services**

Explanation of terms (e.g., 403(b), ERISA, TIAA)

The current members of the committee are: Dennis Koch, Erin Kastberg (Vice President for Legal Affairs), Crystal Elliott (Director of Human Resources), Dayna Fico (Benefits Manager), Andy Kindler (Registrar), Risk Smith (Interim Executive Director of the Smith Career Center), and another faculty representative will be determined upon replacement of the prior individual.

The committee has overall responsibility for the investment oversight and the administration of the Plan.

On 12/31/22, there were 862 active plan members and 1,481 terminated/retired employees.

Actions taken: reviewed the plan document, analyzed the TIAA investment options, and developed a plan for investment changes, which was presented to the plan investment committee, the Senate executive committee, the Senate contractual arrangements committee, and the staff counsel executive committee.

The proposed changes will take several months to implement, resulting in a targeted effective date in early Fall 2023.

Participants will receive detailed communications and education/counseling sessions will be available.

V. Report from the Student Body President David Daye

The Registrar's Office came to the student body to go over the new scheduling system. Student Senate is in the middle of the election season, and there is a debate scheduled in the Garrett Center with a forum afterwards including the Police Chief and Bradley Police.

This will be David Daye's last meeting as Student Senate President.

VI. Reports from Administrators

A. President Standifird

Enrollment numbers are trailing significantly.

Deposits are low, yet it is still early, and we have a few more months.

We are working with an outside marketing group and these activities begin today.

Some perspective students have indicated on social media and apps that they have selected Bradley, but they have not deposited yet.

There are large numbers of students signed up for visit days.

We are not being passive about this and are taking actions.

Balanced Scorecard has been approved by the board of trustees.

Area vice presidents are also working on leading indicators at this time.

We went live this week with a campus climate survey, which closes on April 28th.

This will provide a baseline to understand our strengths and opportunities.

The data analysis will occur this summer.

The Founder's Room (Hartmann Center) has a faculty lounge with free coffee.

Pearson online learning services was sold to Regent (a private equity firm in California). There is uncertainty in the short-term, yet good possibilities in the long-term. We are meeting with them tomorrow.

New branding with "Be You" from the Interim Vice President for Marketing and Communications (Teri Lucie Thompson).

B. Provost and Senior Vice President for Academic Affairs Zakahi

Provost Zakahi is traveling on business, thus Jobi Skaggs provided remarks.

Andy Kindler (Registrar) provided a few comments:

A new schedule builder was implemented for students as a stand-alone tool (i.e., College Source).

We are converting from Webster to MyBradley for students to register, which will be rolled out Monday morning.

There will be a Canvas site available to faculty and staff from the Office of the Registrar. Mini courses or "non-standard" courses are no longer permissible, based on a Federal regulation.

VII. Reports from Committees

A. Curriculum and Regulations

1. Curriculum Consent Items

232300	Core curriculum addition	MUS MUS 101 Introduction to Music Business
231598	Core curriculum addition	ANT ANT 314 Indigenous Peoples
231103	Core curriculum addition	MTG MTG 341 Marketing Research I
227854	Core curriculum addition	HIS HIS 452 Area Studies Research Seminar
222571	Core curriculum addition	P T KHS 305 Health Minor Practicum
233577	Core curriculum addition	HIS HIS 322 Ancient Egypt and the Near East
232765	Core curriculum addition	SOC SOC 326 Sociology of Globalization
232326	Core curriculum addition	SOC SOC 211 Contemporary Social Problems
193397	Core curriculum addition	WGS WGS 200 Introduction to Women's and Gender Studies

230268	Course addition	ECL ENC 749 Educational Technology Portfolio
230266	Course addition	ECL ENC 748 Advanced Instructional Design
230264	Course addition	ECL ENC 745 Digitally Driven Educational Practice
230263	Course addition	ECL ENC 744 Digital Learning: Online, Distance, and Distributed Instruction
230261	Course addition	ECL ENC 743 Learning Theory and Instructional Strategies
230257	Course addition	ECL ENC 742 Instructional Design
230124	Course addition	ECL ENC 741 Applied Educational Media

230152	Course addition	P T KHS 305 Health Minor Practicum
229435	Course addition	CFA CFA 362 Hollywood's Greatest Cinematic Genres
229256	Course addition	HIS HIS 383 Sports, Play, and Games in History
229127	Course addition	ECL ENC 735 Personnel, Unions, and Collective Bargaining
221576	Course addition	E E ECE 542 Advanced Data-Driven Control and Applications
221575	Course addition	E E ECE 541 Feedback Control of Dynamic Systems
232810	Course addition	FCS FCS 450 Play Therapy
232811	Course addition	FCS FCS 451 Child Life Profession

230799	Course modification	ENG ENG 472 Methods of Teaching Integrated Language Arts
230794	Course modification	ENG ENG 392 Methods of Teaching Literature and Reading
230786	Course modification	ENG ENG 391 Methods of Teaching Writing
230757	Course modification	ETE ETE 352 High School Music Methods for Music Majors
230054	Course modification	C E CON 540 Project and Company Management
230053	Course modification	C E CON 537 Construction Simulation
230052	Course modification	C E CON 536 TQM Principles
230051	Course modification	C E CON 529 Advanced Construction Contracts
230050	Course modification	CE CON 528 Advanced Construction Scheduling
230049	Course modification	C E CON 526 Advanced Construction Estimating
230048	Course modification	C E CON 524 Building Information Modeling
230047	Course modification	C E CON 522 Advanced CADD
230046	Course modification	C E CON 520 Advanced Construction Practice
230045	Course modification	C E C E 655 Environmental Management Modeling
230044	Course modification	C E C E 650 Site Remediation
230043	Course modification	C E C E 588 Transportation Economics
230042	Course modification	C E C E 587 Traffic Signal Design
230041	Course modification	C E C E 586 Advanced Pavement Design
230040	Course modification	C E C E 585 Pavement Management Systems
230039	Course modification	C E C E 584 Urban Transportation Planning
230038	Course modification	C E C E 583 Geometric Highway Design
230037	Course modification	C E C E 582 Traffic Flow Theory
230036	Course modification	C E C E 580 Highway Safety
230035	Course modification	C E C E 577 Seismic Design
230034	Course modification	C E C E 575 Structural Dynamics
230033	Course modification	C E C E 570 Advanced Mechanics of Materials
230032	Course modification	C E C E 567 Prestressed Concrete Design
230031	Course modification	C E C E 565 Advanced Concrete Design
230030	Course modification	C E C E 562 Advanced Steel Design
230029	Course modification	C E C E 560 Advanced Structural Analysis
230027	Course modification	C E C E 558 Solid Waste Management
230026	Course modification	C E C E 555 Sustainability and Environmental Regulations

230025	Course modification	C E C E Groundwater Hydrology
230024	Course modification	C E C E 543 Advanced Wastewater Treatment
230023	Course modification	C E C E 542 Advanced Water Treatment
229996	Course modification	C E C E 541 Pollution Modeling
229994	Course modification	C E C E 515 Advanced Foundation Engineering
229993	Course modification	C E C E 520 Advanced Numerical Methods
229991	Course modification	C E C E 580 Advanced Soil Mechanics
229552	Course modification	ECL ENC 717 Organization and Leadership in Higher Education
229543	Course modification	ENG ENG 180 Introduction to English Education
229135	Course modification	ECL ENC 733 Strategic Decision-Making and Supervision
229131	Course modification	ECL ENC 731 The Superintendency and District- Level Administration
229130	Course modification	ECL ENC 732 Legal & Ethical Issues Facing the Superintendency
229129	Course modification	ECL ENC 734 Educational Finance
228803	Course modification	E E ECE 544 Introduction to Autonomous Robotics
223338	Course modification	IME IME 386 Industrial and Managerial Engineering
233692	Course modification	SOC SOC 322 Self and Social Interaction
232808	Course modification	FCS FCS 342 Child Development in the Family
232328	Course modification	SOC SOC 111 Contemporary Social Problems
232201	Course modification	SOC SOC 308 Immigration: People, Place and Power

229132	Course deletion	ECL ENC 716 Culture & Community
224184	Course deletion	FIN FIN 660 Readings in Finance
224183	Course deletion	FIN FIN 659 Topics in Quantitative Finance
224182	Course deletion	FIN FIN 655 Practicum in Quantitative Finance
224179	Course deletion	FIN FIN 649 Quantitative Finance Capstone
224178	Course deletion	FIN FIN 639 Uncertainty Analysis and Measurement
224175	Course deletion	FIN FIN 637 Derivatives II
224173	Course deletion	FIN FIN 636 Fixed Income
224171	Course deletion	FIN FIN 633 Quantitative Methods in Finance
224170	Course deletion	FIN FIN 627 Financial Risk Management
224169	Course deletion	FIN FIN 625 Financial Analysis
224165	Course deletion	FIN FIN 624 Capital Budgeting
224157	Course deletion	FIN FIN 623 Multinational Financial Management
233016	Course deletion	SOC SOC 200 Sociology Proseminar

No motion needed for these items. Approved unanimously.

2. Curriculum Items requiring a motion

232807	Major addition	FCS Child Life Science
230377	Major addition	C E 4+1 BSCE / MSCE

230648	Major modification	PSY Psychology

229276	Major modification	C E Construction
225918	Major modification	CS Computer Science
233385	Major modification	MUS Bachelor of Music in Music Education
233384	Major modification	MUS Bachelor of Music in Music Education
232026	Major modification	MUS Bachelor of Music in Performance
232020	Major modification	MUS Bachelor of Music in Music Education
232028	Major modification	MUS Bachelor of Music in Composition
231509	Major modification	ENG English Education
230802	Major modification	ENG English Education

230356	Program modification	C E Master of Science in Civil Engineering
229749	Program modification	CS Online MS in CS
229265	Program modification	P T Doctor of Physical Therapy

230123	Concentration Addition	ECL Educational Technology
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229551	Concentration Modification	ECL Higher Education Administration and Leadership
229284	Concentration Modification	ECL PreK-12 Education Administration and Leadership
225917	Concentration Modification	CS Data Science

230203	Minor Modification	P T Health
229344	Minor Modification	C E Construction Minor
232029	Minor Modification	MUS Music

**Motion to approve the addition and modifications.
The motion carries unanimously.**

B. Tenure, Promotion, and Dismissal

1. Motion: to change Faculty Handbook language regarding extending the probationary period as indicated below.

Section D. Tenure

Subsection 4. Policy for Extending the Probationary Period

Faculty members ~~may~~ **shall** be granted, ~~upon request, a single~~ one-year extension of the probationary period (not to be confused with a leave of absence) under the following circumstances:

- a. **Becoming a parent or legal guardian during the probationary period or in the two years prior to appointment** ~~Care of a child, adoption of a child under six years of age, or birth of a child;~~ **Adoption or birth of a child;**
- b. Need to devote substantial time to the care of a diseased, ill, or injured person, **or one with special support needs;**

c. Disease, illness, or injury debilitating the probationary faculty member.

In the case of multiple events (for instance, the birth of a second child, or the birth of a child and the need to care for a seriously ill parent), the faculty member can choose to be granted an additional one-year extension. Additional extensions beyond these two may be granted under extraordinary circumstances.

In each of the circumstances listed above it is expected that the faculty member is employed full-time and will continue to perform ~~his or her~~ **their** duties as specified in the Faculty Workload Statement, **but evaluation of progress towards tenure with respect to scholarship and creative activity will be suspended during the extension, and the addition of time shall not lead to increased expectations for overall scholarship or creative production to be completed during the probationary period. In no circumstance shall an extension of the probationary period be used for any punitive or adverse action.**

A request, **with supporting documentation**, to extend the probationary period should be made to the department chairperson in writing no later than April 1st prior to the final year of the probationary period. **If the faculty member chooses**, the department chairperson will forward the request to the tenure committee of the department for ~~its consideration~~ **verification of eligibility**. ~~This committee will forward to the chairperson the vote and the explanation to substantiate the recommendation.~~ The chairperson will ~~then~~ forward the ~~committee results~~ **request** ~~along with his or her recommendation~~ to the dean, who will forward this documentation ~~along with his or her recommendation~~ to the Provost and Vice President for Academic Affairs who will ~~render a final decision~~ **approve the process**. ~~This decision should~~ **approval will** reach the faculty member no later than 30 days from the date the department chairperson receives the request. All appeals of the decision of the Provost and Vice President for Academic Affairs will be made through the normal grievance procedures.

Discussions occurred about the term “person” and who at Bradley would be involved in the approval process with respect to documentation.

Discussion occurred about the language “can choose to be granted” in letter c. above. Danielle Glassmeyer has offered to assist with this wording update.

Motion to postpone voting on this language until the next Senate meeting.

Mat Timm (motion), Danielle Glassmeyer (2nd).

The motion carries unanimously.

C. Executive Committee

1. Motion to change the Handbook language about meetings of the Board of Trustees I.A.2 pages 1 and 2.

Current language:

I.A.2.

2. Board of Trustees

Bradley University, an Illinois, not-for-profit corporation, is controlled by a Board of Trustees consisting at any given time of not less than 21 and no more than 40 members, including the President of the University. The Board consists of members which include Life Trustees, Term Trustees (elected for six years), two Alumni Term Trustees (elected for six years), and the President of the University. The President reports to the Board of Trustees.

The Board of Trustees is responsible for determining the basic policies which govern the University. It appoints the President, counsels with the President and reviews the President's administration of University affairs.

Officers of the Board are a Chairman, Vice Chairman, Secretary-Treasurer, and such Assistant Secretary-Treasurers as the Board shall elect. The Board meets quarterly, with sessions on the fourth Friday of January, April (Annual Meeting), July and October. Ample time is provided at these quarterly meetings for the various committees of the Board to meet, and these committees include Executive, Trustee and Nominations, Academic Planning, Finance and Property, University Advancement, Student Affairs, and Audit.

Motion to amend Part I.A.2 pages 1 and 2 of the Faculty Handbook as indicated below:

. . . The Board meets quarterly, with sessions ~~on the fourth Friday of January, April (Annual Meeting), July and October.~~ on such dates as determined by the President of the University in consultation with the Chair of the Board of Trustees and the University Senate President. Board meetings shall be scheduled so as to avoid conflicts with the Regular Meetings of the University Senate. Ample time . . .

Motion to vote on this at the next Senate meeting.

Mat Timm (motion), Eden Blair (2nd).

The motion carries unanimously.

2. Motion to change the Handbook language about University Senate Membership

Current language:

ARTICLE II - UNIVERSITY SENATE

1. Membership

1. The President and Vice Presidents of the University, Deans of Colleges, the Associate Provost for Information Technologies and Resources, the Registrar, and the immediate Past President of the University Senate shall be ex officio members of the University Senate.

2. The Student Senate...

Motion to amend Part I.E, Article II.1. Membership, Page 10 as indicated below:

ARTICLE II - UNIVERSITY SENATE

1. Membership

1. The President, ~~and~~ the Provost and Senior Vice President for Academic Affairs, the Vice President for Student Affairs, the Deans of the Colleges, ~~the Associate Provost for Information Technologies and Resources~~, the Chief Information Officer, the Registrar, ~~the President of the Staff Council, the Vice President of the Staff Council, and~~ the immediate Past President of the University Senate shall be ex officio members of the University Senate.

2. The President of the University, in consultation with the President of the University Senate, may appoint two additional representatives who shall be selected from Bradley administration, staff or faculty, and who shall be voting members of the University Senate. These appointments shall be two-year terms and are renewable.

3. The Student Senate...

We will vote on this at the next Senate meeting.

VIII. Old Business - none

IX. New Business - none

X. Adjournment

Meeting ended at 4:27pm.

UNIVERSITY SENATE MEETING SIGN IN SHEET –

SENATORS

Meeting Date:

3/23/23

Name		Name	
Anderson, Warren	<i>W Anderson</i>	Kelly, Todd	<i>TK</i>
Arquette, Cecile		Khodair, Yasser	
Ball, Justin		Kimberlin, Kevin	<i>KRK</i>
Blair, Eden	<i>EB</i>	Kindler, Andy	<i>AK</i>
Borton, Rachel	<i>R Borton</i>	Lewer, Joshua	<i>JL</i>
Brammeier, Heather	<i>H Brammeier</i>	Lukowiak, Twila	
Burroughs, Meghan		Marsh, Christopher	<i>CM</i>
Carty, Tom	<i>TEC</i>	McAsey, Mike	<i>MM</i>
Cisneros, Adolfo		McQuade, Kristi	<i>KM</i>
Clark, Jessica	<i>J Clark</i>	Miller, Johanna	<i>JM</i>
Cox, Sheryl		Moon, Daniel	
Davison-Aviles, Robert		Morris, Marty	
Daye, David		Mou, Libin	<i>LM</i>
Drake, Teresa	<i>T Drake</i>	Muncy, Jim	<i>JM</i>
Erickson, Deborah	<i>DE</i>	Nair, Kalyani	<i>Kaly</i>
Ford, Heather	<i>H Ford</i>	Newton, Lee	
Frazier, Meg	<i>MMF</i>	Nielsen, John	<i>JN</i>
George, Burl	<i>B. George</i>	Petravick, Simon	<i>SP</i>
Gillespie, Oscar		Petrovich, Jason	
Glassmeyer, Danielle	<i>D Glassmeyer</i>	Portocarrero, Melvy	
Gore, Bryce		Rommel, Megan	<i>MR</i>
Gorman, Zach		Reynolds, Chris	<i>CR</i>
Grandstaff, Jaime	<i>J Grandstaff</i>	Schnupf, Udo	<i>US</i>
Gribb, Molly	<i>Molly Gribb</i>	Schweigert, Wendy	<i>WS</i>
Grugan, Amy	<i>A Grugan</i>	Shastry, Prasad	<i>PS</i>
Ham, Ethan	<i>E Ham</i>	Spires, Todd	
Hawkins, Samuel	<i>S Hawkins</i>	Standifird, Stephen	<i>Signed in on visit</i>
Hogan, Jackie		Stern, Travis	<i>TJS</i>
Huberman, Jeffrey	<i>J Huberman</i>	Stover, Naomi	<i>NS</i>
Jones, Chris	<i>C Jones</i>	Thomas, Nathan	<i>NT</i>
Kastberg, Erin		Timm, Mat	<i>MT</i>
Kelley, Andy	<i>AK</i>	Williams, Chris	<i>CW</i>
Kelly, Joe		Way, Jamie	<i>J Way</i>
		Zakahi, Walter	

Proof of English Proficiency – Proposed Standard March 2022 Updated March 2023

UNDERGRADUATE

Proof of English Proficiency

Non-US citizens, with the exception of Legal Permanent Residents, are required to show proof of English language proficiency. Acceptable exams and minimum scores are listed below:

TOEFL iBT minimum 79 (paper-based minimum 550)

IELTS minimum 6.5 overall band

PTE Academic minimum 5856

E3PT minimum 68

ACT minimum 20-19 on English exam

SAT minimum 1000 combined score

Cambridge English C2, C1, or B2 (minimum 176)

GCSE or IGCSE minimum A in A Levels English

Bradley's institutional code for score reporting is 1070. All scores should be sent directly to Bradley University. Graduate and International Admission does not accept language certificates; letters from counselors, advisors, or professors; or other assessments not listed above as proof of English language proficiency.

English Proficiency Waiver

Applicants who are eligible for a waiver of English language proficiency must meet one of the following requirements:

1. Applicants that graduated from a high school where the primary mode of instruction was English. Transcripts from the secondary institution must be provided for verification.

~~Citizenship of one of the following countries—copy of current unexpired passport as proof~~

~~Antigua and Barbuda~~

~~Australia~~

Bahamas

Barbados

Bermuda

Canada (not including Quebec)

Cayman Islands

Dominica

Grenada

Guam

Ireland

Jamaica

New Zealand

Saint Kitts and Nevis

Saint Lucia

Trinidad and Tobago

United Kingdom

Virgin Islands

~~Two years or more of study at a secondary institution located in the U.S. or one of the countries listed above within the last 4 years. Transcript from the secondary institution must be provided for verification.~~

2. One year of full-time study or more at a secondary institution located in the U.S. or one of the countries listed above within the last 4 years. Transcript and proof that academic courses were taught in English must be provided for verification.

3. Two years or more of continuous full-time work experience in the U.S. within the last 4 years. A current resume and an employment letter on company letterhead stating the dates of employment for verification.

GRADUATE

English Language Proficiency (all non-U.S. citizens or Permanent Residents)

Applicants who are not U.S. citizens, with the exception of Legal Permanent Residents, are required to provide proof of English language proficiency. Acceptable exams and minimum scores are listed below:

TOEFL iBT minimum 79 (paper-based minimum 550)

IELTS minimum 6.5 overall band

PTE Academic minimum 5856

E3PT minimum 68

Bradley's institutional code for score reporting is 1070. All scores should be sent directly to Bradley University. Graduate and International Admission does not accept language certificates; letters from counselors, advisors, or professors; or other assessments not listed above as proof of English language proficiency.

Note: Due to the COVID-19 pandemic, an at-home version of the TOEFL and IELTS (Indicator) tests are currently offered in most parts of the world. In addition, the Graduate School is temporarily accepting the E3PT (English3 Proficiency Test) which can be taken from home on either a PC or a Mac.

Applicants who are eligible for a waiver of English language proficiency must meet one of the following requirements:

1. Applicants that graduated from a high school where the primary mode of instruction was English. Transcripts from the secondary institution must be provided for verification.

~~Citizenship of one of the following countries (copy of current unexpired passport as proof)~~

~~Antigua and Barbuda~~

~~Australia~~

~~Bahamas~~

~~Barbados~~

~~Bermuda~~

~~Canada (not including Quebec)~~

~~Cayman Islands~~

~~Dominica~~

~~Grenada~~

~~Guam~~

~~Ireland~~

Jamaica

New Zealand

Saint Kitts and Nevis

Saint Lucia

Trinidad and Tobago

United Kingdom

Virgin Islands

~~Two (2) years or more of study at the secondary or tertiary level in the U.S. or one of the countries listed above within the last four (4) years — transcript from institution as proof~~

~~Two (2) years or more of continuous full-time work experience in the U.S. within the last four (4) years — a current resume and an employment letter on company letterhead stating the dates of employment as proof~~

2. One year of full-time study or more at post-secondary institution located in the U.S. or one of the countries listed above within the last 4 years. Transcript and proof that academic courses were taught in English must be provided for verification.

3. Two years or more of continuous full-time work experience in the U.S. within the last 4 years. A current resume and an employment letter on company letterhead stating the dates of employment for verification.