



Second Regular Meeting
2023-2024 Bradley University Senate
3:10 p.m., Thursday, October 19, 2023
Ballroom, 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!

III. Approval of the Minutes of the First Regular Meeting of the 2023-2024 University Senate, September 21, 2023.

See attached Minutes

IV. Report from Student Body President Jack Batz

V. Reports from Committees

A. Executive Committee

- 1. Motion to revise the charge and membership of the University Resources Committee.**
(see attached)

B. Handbook Rewrite

- 1. Motion to revise the Handbook language on program discontinuations.** (see attached)

VI. Reports from Administrators

A. President Standifird

B. Provost and Senior Vice President for Academic Affairs Zakahi

VII. Old Business

VIII. New Business

IX. Adjournment



Minutes
First Regular Meeting
2023-2024 Bradley University Senate
3:10 p.m., Thursday, September 21, 2023
Ballroom, 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

Meeting called to order at 3:11 pm.

II. Announcements

0. The meeting is being recorded and livestreamed. Thank you IT!
1. Thank you to everyone on campus for working hard this stressful semester, doing extra work in uncertain times.
2. Clarifications on Senate meetings times/dates. We meet every third Thursday of every Sept, Oct, Nov, Fall Study Day, Feb, Mar, Apr, Spring Study Day. Special meetings are expected this year.
3. You do not have to be a senator to attend University Senate, but please sign in if you are a senator so we know if we have quorum. If you are a senator, please use the microphone and state which unit you are representing. Non-senators may also speak, but they need to request to be heard from the senate, who will agree or disagree by voice vote.
4. Any senator can make a motion. Most motions will come out of a committee, which do not need a second. All other motions must have a first and second. If part of the motion impacts the faculty handbook language, they will be discussed in one meeting, then discussed and voted on in a second meeting.

5. Please make sure to report back what you hear at Senate to whom you represent.
6. Ex officio members are voting members but may choose not to vote.
7. Standing committees are mostly populated and working on updating the website. We may be asking some committees to speak about their work more often.
8. Ratified Sara Netzly as faculty ombuds for this academic year.

III. Approval of the Minutes of the Eighth Regular Meeting of the 2022-2023 University Senate, May 3, 2023; Minutes of the Special Meeting of the 2023-2024 University Senate, May 1, 2023; Minutes of the Special Meeting of the 2023-2024 University Senate, August 17, 2023.

The Eighth Regular meeting minutes: motion by Wendy Schweigert, second by Megan Rummel, motion approved

May 3rd Special Meeting minutes: motion by Megan Rummel, second by Wendy Schweigert, motion approved

Aug 17th Special Meeting, motion by Megan Rummel, second by Travis Stern, motion approved

IV. Report from Student Body President Jack Batz

Student Senate has elected a new Director of Administration. They have elected three new freshman senators and working on getting academic senators.

Students need to be represented when discussing program discontinuation. University Senate Vice President Travis Stern spoke with Student Senate about the process the faculty members of Senate Exec are taking. Student Senate asks to be heard from any of the programs recommended for discontinuation.

Students are concerned and do not have enough information about the process or what is happening. Student Senate would like to help keep them informed. Tone of classrooms should not deteriorate.

V. Reports from Committees

A. Curriculum and Regulations

1. Motion to Delete the ATG Accounting 3:2 Program

235102 Program deletion ATG Accounting 3:2 Program

Discussion from C&R chair Wendy Schweigert – Last year, the State of Illinois changed the law to needing 120 hours to sit for the CPA rather than 150, so the 3:2 program is no longer needed

Motion approved.

2. Motion to change the cut score of the International Baccalaureate (IB) exam from 5 to 4.
(see attached)

This change brings our standards in line with state schools. Departments can choose for it to be transferred as elective credit or for specific courses.

Motion approved.

3. Motion to increase the number of 100-level elective transfer credits granted from 4-3 hours to 8 hours for students with a State Seal of Biliteracy. (see attached)

Change to recognize a State Seal from any state, rather than just IL. Also change hours transferred from 3 hours to 8 hours.

Motion approved.

B. Executive Committee

1. Motion to revise the charge and membership of the University Resources Committee. (see attached)

President Drake passed the gavel to VP Stern. Proposed to merge the Supporting Costs committee with the URC. Michelle Fry states three returning faculty members were allowed to give feedback on the changes and supported it.

As this is handbook language, this will be voted on at next regular meeting.

C. Faculty Ombuds

1. See attached triennial report. (see attached)

In the past, we have not asked for a report. A report was prepared this past year that maintained confidentiality but discussed the work entailed.

D. Handbook Rewrite

1. Motion to revise the Handbook language on program discontinuations. (see attached)

Discussion: from Mat Timm, purpose of the change in language was to put that language in line with requiring the Senate to elect a faculty committee and to make it reflect AAUP suggested language.

Provost Zakahi states that teach-out processes are required by the Higher Learning Commission to support current students enrolled at Bradley.

Confidentiality requirements: will the faculty committee not have access to data if it must be confidential. Please send improved language to Mat Timm if you can develop better language.

As this is handbook language, this will be voted on at next regular meeting.

VI. Reports from Administrators

A. President Standifird via Zoom

Bradley is signing a MOU to bring students from India and the president apologizes for being away. He is very interested in setting up another face-to-face meeting to answer more questions.

Program assessment process – note with more detail went out today. He appreciates diligent work that faculty committee is doing. The President remains intent to follow their recommendations, provided they can make \$10 million in cuts.

Timing – two reasons to do this by end of semester:

- Balance budget – need to improve relationships with bankers and bond covenants
- Cloud of uncertainty – we need to resolve as quickly as possible to reduce stress and anxiety.
- We have the data we need to move forward and need to make these changes

Announcement will be out soon that we do have a new VP of Marketing, Enrollment Management and Retention.

\$12.5 M in state capital funds have been received for improvements to Olin Hall and student dining facilities.

B. Provost and Senior Vice President for Academic Affairs Zakahi

Deferred because of time constraints of meeting.

VII. Old Business

None.

VIII. New Business

The faculty members of Senate Exec (FMSE) sent out documents on the criteria we will be using and our process for evaluation. Brought to the floor for discussion but no discussion was offered.

A. Resolution from Jackie Hogan on qualitative data

A point of clarification from parliamentarian, the language that says Senate Exec Committee should be faculty members of senate exec.

An amendment was moved to change the language marked in red. Amendment passes.

Resolution passes. (see attached)

B. Resolution from John Nielsen on educational considerations

Discussion: this resolution seems to significantly slow the review process down, faculty are worried approval might mean we miss something that has not been considered, educational considerations should come from the departments, not the committee, hands are tied by the timeline we are being held to, and delaying the process reduces the committee's influence on recommendations.

Drake moved to amend second bullet as shown with strike outs. Amendment approved.

Resolution approved as amended. (see attached)

C. Resolution from Megan Rimmel on financial information

Discussion: Why include staff salary information? This may be useful FMSE is making recommendations outside academic units.

Dennis Koch stated that the university will be filing an extension for external auditors, it will not be available by Oct 15.

Megan Rimmel amends to strike out the last bullet as shown above. Amendment approved

Resolution passes as amended. (see attached)

D. Resolution from Megan Rimmel on Senate Participation in the Program Reduction and or Discontinuation Process

Discussion: Last bullet – departments will have this data long before the vote to discontinue

Rimmel moves to amend as listed in red in attachment. Amendment passes

Corbett moves to amend as listed in blue. Amendment passes

Resolution passes as amended. (see attached)

E. Resolution on Composition of the President's Advisory Council

Resolution passes

F. Additional questions for Pres. Standifird

- 1) He is resisting discussing how the cuts will be operationalized. It will partially depend on the recommendations from the FMSE.
- 2) \$10M amount is based on our budget needs. Execution depends on the nature of the recommendations.
- 3) Educational vision – still wants to meet the strategic plan and have it considered in the criteria.
- 4) The President will not commit to pay cuts in administration, but is still working through plans to make changes at the VP level.
- 5) He will make changes to other units and report through the University Resources Committee.
- 6) Looking at impact on student enrollment these changes may make.
- 7) Making cuts to administration will be decided by the end of the semester.
- 8) Willing to meet with people face-to-face before next Senate meeting

IX. Adjournment

Adjourned at 4:49.

Proposal: Enhancing Recruitment through the Adjustment of the International Baccalaureate Cut-Score for Transfer Credit

Current Policy: Bradley University currently grants credit-by-examination to students who achieve an International Baccalaureate (IB) exam score of 5 or higher.

Proposed Change: Change this cut score to 4, enabling students to receive elective credits for exams with a score of 4.

Impact on Students: In the Fall 2022 First Year cohort, among 35 students with IB scores, 16 students did not receive any IB transfer credit, despite 12 of them achieving exam scores of 4. Similarly, in the Fall 2023 First Year cohort, out of 24 students with IB scores, 17 students did not receive IB transfer credit, even though 12 of them achieved scores of 4 or higher.

Rationale: Adjusting the cut score aligns Bradley's policy with Illinois State Regulations for Public Schools.¹ This harmonization with state school competitors, private schools following the same regulations, and community college transfers is crucial for maintaining equity and consistency. In addition, this revision establishes a uniform acceptance policy similar to our AP approach, which already aligns with the Illinois State Regulations for Public Schools. A distinct advantage of this change lies in its potential to greatly impact our recruitment efforts. The standardization of the policy across IB and AP students creates a more enticing proposition for prospective IB students. Given the often disparate IB acceptance policies across states and institutions, this change positions Bradley as a more attractive option for IB students seeking fair credit recognition.

Course Equivalencies: This adjustment will not change course equivalencies or subject electives. Departments will be invited to review and change course equivalencies and subject electives as appropriate during the Fall 2024 semester.

Background: International Baccalaureate Exams and IBDP

The International Baccalaureate Exams form an integral part of the globally recognized International Baccalaureate Diploma Programme (IBDP), available in over 150 countries. There are currently 941 IB diploma granting high schools in the United States ([Map](#)). Thirty-seven of these are in Chicago. Peoria's own Richwoods High School is the only Illinois IB High School outside of the Chicago area. Peoria Academy just became (Spring 2023) certified as an IB Primary Years and IB Middle Years School. To earn the IBDP, students must undertake exams in six subjects across six subjects and attain a cumulative score of 24. The exam scores range from 1 to 7, with a score of 4 on each exam being the threshold for diploma achievement. At least three of the exams must be Higher Level (HL exams), with a maximum of four HL exams. The remaining are SL exams. HL signifies "higher level" and SL signifies "standard level" for exams. Most courses, except Math, Environmental Systems and Societies, and ab initio language, are taught at HL, requiring at least 240 hours of study, while SL requires at least 150 hours.)

¹ "Beginning with the 2016-2017 academic year, scores of 3, 4, and 5 on the College Board Advanced Placement examinations and, beginning with the 2017-2018 academic year, subject scores of 4 or higher for International Baccalaureate Diploma Programme subjects shall be accepted for credit to satisfy degree requirements by all institutions of higher education." The College Career and Success for All Students Act: [Public Act 0990624](#)

IBDP vs. AP: Unlike Advanced Placement (AP) exams, the IBDP requires comprehensive study across multiple subject areas, encompassing language and literature, language acquisition, individuals and societies, sciences, mathematics, and the arts. The IBDP also mandates an extended essay, a theory of knowledge course, and a minimum of 150 hours of community service. This comprehensive approach nurtures critical thinking, problem-solving skills, intercultural understanding, and a global perspective.

Conclusion: The adjustment of the IB cut score is not only in line with state regulations and consistency but holds the potential to significantly elevate our recruitment efforts. This policy change acknowledges the dedication of IB students within the rigorous IBDP framework. As we implement this adjustment, we move forward with a clearer and more compelling value proposition for prospective IB students, positioning Bradley University as an institution that accommodates and appreciates their achievements.

Current Bradley IB Transfer Guide:

International Baccalaureate Program			BRADLEY University	
TEST	BCC CODE	SCORE	BRADLEY CREDIT	CREDIT
English Literature	HU	5-7	ENG 115***	3
Language B HL(X=Arabic, French, German, Hebrew, Spanish) (Ex: Spanish = WLS / German = WLG)	HU or GP/WC* HU or GP/WC* HU or GP/WC*	4. 5. 6+	WLX 100 WLX 201 WLX 202	3 3 3
English A Language & Literature	HU & WI	5-7	ENG Elective Credit	3
Latin SL		4-7	World Language Elective Credit	3
Economics	SB	5-7	ECO 100	3
History SL	HU	5-7	HIS 204	3
History HL	HU & GP/WC	5-7	HIS 204 (3) & HIS Elective (3)	6
Business Management		5-7	BUS Elective Credit	3
Islamic History	GP/WC	5-7	HIS Elective Credit	3
Global Politics	GP/GS	5-7	IS 103	3
Philosophy	HU	5-7	PHL Elective Credit	3
Geography	SB	5-7	GEO Elective Credit	3
Psychology	SB	5-7	PSY 101	3
Social & Cultural Anthropology	SB	5-7	SOC 100	3
Biology	NS	5-7	BIO Elective Credit	3
Chemistry SL	NS	5-7	CHM 110 (3) CHM 111 (1)	4
Chemistry HL	NS	5. 6-7	CHM 110 (3) CHM 111 (1) CHM 110 (3) CHM 111 (1) CHM 116 (4) CHM 117 (1)	4 4 5
Physics SL	NS	5	PHY 107	4
Physics SL	NS	6-7	PHY 107 (4) & PHY 108 (4)	8
Physics HL	NS	5	PHY 110	4
Physics HL	NS	6-7	PHY 110 (4) & PHY 201 (4)	8
			(Must meet with advisor for approval)	
Further Mathematics SL	QR	5-7	MTH 105	3
Mathematics HL	QR	5-7	MTH 112	3
Mathematics SL	QR	5-7	MTH 109	3
Mathematical Methods SL	QR	5-7	MTH 101	3
Mathematical Studies SL	QR	5-7	MTH 109	3
Mathematics Analysis HL	QR	5	MTH 112	4
HL	QR	6-7	MTH 121	4
SL	QR	5	MTH 109	3
SL	QR	6-7	MTH 112	4
Mathematics Apps HL	QR	5	MTH 109 (3) MTH 111 (3)	6
HL	QR	6-7	MTH 111 (3) MTH 112 (4)	7
SL	QR	5-7	MTH 109	3
Visual Arts	FA	5-7	ART 131	3
Computer Science	NS	5-7	Elective Credit	3
Film SL	FA	5-7	Elective Credit	3
Music	FA	5-7	MUS 109	3
Theatre Arts	FA	5-7	THE 107 (1) & THE 121 (3) THE 107 (1) & THE 131 (3)	4 4
Environmental Science & Society International Technology in a Global Society (ITGS)	NS or MI* GP/GS	5-7 5-7	ENS 110 CIS 300**	3 3

* May be used to satisfy only one Area of Inquiry. ** Not JR/SR hours *** For English Language A exam only

Questions may be directed to Sarah Glover, Special Assistant to the President for Retention and Graduation, Sr. Associate Dean CFA. sglover@bradley.edu This proposal was created with the support of Kim Taluc, CFA Academic Coordinator, Rob Prescott, LAS Associate Dean. Amy Summers, LAS Academic Coordinator, and Tarra Suzuki-Nguyen, Interim Associate Vice President of Enrollment Management. Thank you to Thomas Hayes, IB Coordinator at Richwoods High School in Peoria, IL. and Bradley students for bringing this issue to our attention.

DATE: 17 July 2023

TO: Andy Kindler, Chair ARDR

FROM: Alexander Hertich, Chair World Languages

RE: Updating Seal of Biliteracy policy

According to the Illinois State Board of Education, the State Seal of Biliteracy “recognizes public high school graduates who have attained a high level of proficiency in one or more languages in addition to English.” In September 2018 the University Senate Approved the Department of World Languages and Culture’s proposal to offer students 3 100-level credits for the Illinois State Seal of Biliteracy.

The Department of World Languages and Cultures would like to update two elements of the current Seal of Biliteracy policy.

1. We propose to recognize the State Seal of Biliteracy regardless of the state in which it was earned and grant the same credit to incoming students.

Currently, 49 states and the District of Columbia offer a State Seal of Biliteracy. All have similar criteria (see <https://sealofbiliteracy.org> for details). Students from other states frequently inquire if they can receive credit for their state’s seal, but we cannot grant it even though the programs are alike. We wish to change our policy to include all states that offer a Seal. No credit will be awarded for the State Commendation toward Biliteracy. However, students with the commendation are strongly encouraged to continue their language studies and may be able to earn additional credits through other methods, such as retroactive credits.

2. We propose to increase the number of 100-level elective transfer credits granted from 3 to 8.

Public Universities in Illinois are required to grant two semesters of language credit for students with the State Seal. To follow state norms and remain competitive, we propose to increase the number of credits granted from 3 to 8. These will be 100-level elective transfer credits. When applicable, these credits would be in a specific language (e.g. WLS 1 for Spanish) or general World Language elective credit for languages not offered at Bradley (WLX 1). This is similar to what Illinois State University offers students. This credit would be granted in addition to any other language credit (AP, IB, etc.) the student may receive.

Current Catalog Language:

Credit is given to students who have received the Illinois State Seal of Biliteracy. Students receive 3 100-level elective credits in the language for which they have the State Seal.

Proposed Catalog Language:

Eight language credits (the equivalent of two semesters) will be granted to students who have received a State Seal of Biliteracy from any state. These credits will be in a specific language (e.g. WLS 1 for Spanish) for languages offered at Bradley University or in general World Language (WLX 1) if not. No credit will be awarded for the State Commendation toward Biliteracy. Students with the Commendation are encouraged to continue their language studies and may be able to earn additional credits through other methods. Students who have the State Seal are still eligible for retroactive credit.

8. The Committee on University Resources

1. The function of the Committee on University Resources shall be:

a. To support and advance the budget process to ensure ~~foster~~ the compatibility of University-wide resource allocations with overall University goals and strategic priorities by ~~focusing its attention on University-wide and long-range decisions:~~

1) ~~To r~~ Reviewing and analyzing e policies, projections, procedures and results of University actions involving the acquisition and allocation of resources in order to make prudent data-driven recommendations to align resources with units (e.g., Academic Affairs, Marketing and Enrollment Management, Student Affairs, Human Resources, Information Technology, Facilities, Financial Services, Diversity, Equity and Inclusion, Advancement, and Athletics);

2) ~~To c~~ Consulting with and discussing ing its findings with the ~~faculty and other members of the~~ University community;

3) ~~To m~~ Making e periodic reports and recommendations to the University Senate and which may make recommendations to the President.

b. To obtain timely and needed information from the University Administration as required for the effective performance of its duties;

c. To consult with the University Administration in preparing policies and procedures affecting resource allocation.

2. The Committee on University Resources shall consist of seven-eight members.

Five faculty members shall be appointed by the Executive Committee of the Senate, two of whom shall be chosen from among those whose training and experience are in areas relevant to the Committee. The remaining members shall include One shall be appointed from the staff of and by the Chief Financial Officer (or other representative from Financial Services appointed by the CFO), one staff member at the Director Level appointed by the Executive Committee of the Staff Council, and one member appointed by the President. One A non-voting student liaison shall be a student appointed by the Student Senate to contribute student perspective as needed.

a. Faculty Appointments are made for three-year renewable terms with staggered terminations;

b. ~~The Chairperson of the Committee shall be elected from and by the members of the Committee~~ A faculty member of the committee shall be elected to serve as the chairperson.

To: Dr Teresa Drake, Senate President
From: Danielle Glassmeyer, Faculty Ombuds 2020-2023
Re: Report on Ombuds activities; recommendations.
Date: August 24, 2023

Thank you:

Thank you to University Senate President Drake for asking for this report.

As I close my service in this role, I also want to thank my colleagues for entrusting me with this role, and to thank the individuals I've been in contact with over these years for preponderantly cordial and collegial interactions.

My Service:

Because of the confidentiality requirements related to the Faculty Ombuds' role, I will report only in general terms. However, to give as much granularity as possible, below, I attempt to distinguish three general levels of activity: 1) inquiries, 2) ended mediations, and 3) substantial mediations. While the length and intensity of work varies, all contacts with the Ombuds result in, at least, review of *The Faculty Handbook* and review of documentation presented by the petitioner. Often dozens of documents and meetings ensue.

1) "Inquiries" denote 4 or fewer meetings or email exchanges with no further action or mediation requested. Reasons for ceasing process included:

- Lack of standing – individuals who after review were determined to be excluded from *The Faculty Handbook's* protections as a result of their contingent contract with the University, including
 - Non-tenurable contract roles that Bradley calls "Visiting" and/or "In Residence" appointments,
 - "Staff professionals" who deliver instruction,
 - Adjunct faculty (called "Affiliate faculty" at Bradley),These groups are thus severely limited in their access to due process at this institution.
- Independent resolution of concerns after consultation.
- Clarification of terms and issues that revealed confusion rather than injury.
- Resolutions reached after a single Ombuds inquiry.

Over 3 years: there have been 10 inquiries of varying intensity.

2) "Ended Mediations" include lengthier cases -- often complex -- that reach a resolution or end without a written report. These cases involve *Handbook* and policy review, document gathering, interviews and exchanges of documents. In several instances, solutions like multi-step Ombuds-mediated conversations produced an amicable resolution. In some cases, petitioners opted to end mediation for various reasons including satisfaction with the outcome, considerations about potential retaliation, or personal reasons.

Over 3 years: there have been 8 Ended Mediations.

3) “Substantial Mediations”, during my service period, have all been due process cases involving disputes around compliance with existing *Handbook* and college-level guidelines. These cases involve extensive interviewing, documents gathering and intensive policy review. They involve multiple steps of mediation; they may involve several months of mediation. They produce documentation in the form of a final report. Copies of the report are provided to all direct parties to the mediation; if petitioners choose to advance their case to the Tenure, Promotion and Dismissal Committee or the Grievance Committee, the chair of the appropriate committee contacts the Faculty Ombuds to obtain a copy of the report.

Over 3 years: There have been 6 Substantial Mediations.

A Final Note

Before taking this role, I talked to my predecessors, from whom I gathered the impression that Ombuds’ cases tend to be about folks not getting along. Although policy issues might be at stake, Ombuds’ mediations tended to happen at the department level, and to focus on issues like fairness in scheduling, interpersonal civility, consistent application of department by-laws, etc.

My term as Ombuds involved only 2 such cases.

22 of the cases I worked on involved mediation between individual faculty and Administration at the College or University levels. I found this trend to be a matter of concern.

CURRENT HANDBOOK LANGUAGE – p. 103

Revision 2.38 – September 30, 2022

3) Discontinuation of a Program or Department Not Mandated by Financial Exigency

Termination of an appointment with continuous tenure, or of a probationary or special appointment before the end of the specified term, may occur as a result of a bona fide formal discontinuation of a program, department, or division of instruction. The following standards and procedures will apply:

- a) The decision to discontinue a program, department, or division of instruction will be based solely on educational considerations, as determined primarily by the faculty as a whole or an appropriate committee thereof. Such educational considerations shall not include cyclical or temporary variations in enrollment, but shall reflect long-range judgments that the educational mission of the University will be enhanced by the discontinuation;
- b) Before the Administration issues notice to a faculty member of its intention to terminate an appointment because of formal discontinuation of a program, department, or division of instruction, the University will make every effort to place the faculty member concerned in another suitable position. If placement in another position would be facilitated by a reasonable period of training, financial and other support for such training will be provided. If no position is available within the University, with or without retraining, the faculty member's appointment may be

Proposed Revised Language

See AAUP regulation 4d

<https://www.aaup.org/report/recommended-institutional-regulations-academic-freedom-and-tenure>

3) Discontinuation of a Program or Department Not Mandated by Financial Exigency

Termination of an appointment with continuous tenure, or of a probationary or special appointment before the end of the specified term, may occur as a result of a bona fide formal discontinuation of a program, department, or division of instruction. The following standards and procedures will apply:

- a) The decision to discontinue a program, department, or division of instruction will be based solely on educational considerations, as determined primarily by the faculty as a whole or an appropriate committee thereof **that has been elected by the faculty members of the University Senate. The faculty representatives involved in making decisions on discontinuations must hold themselves accountable to the faculty with no confidentiality requirements.** Educational considerations shall not include cyclical or temporary variations in enrollment, but shall reflect long-range judgments that the educational mission of the University will be enhanced by the discontinuation;
- b) **Faculty members serving in a program, department, or division of instruction under consideration for discontinuation will be informed of this activity in writing and provided at least thirty days in which to respond to it in writing;**
- c) Before the Administration issues notice to a faculty member of its intention to terminate an appointment because of formal discontinuation of a program, department, or division of instruction,
 - i) **the decision to discontinue the program, department, or division of instruction will be proposed in a motion to the faculty members of the University Senate for deliberation and a vote so that the Faculty position on the proposal can be recorded;**

terminated, but only with severance salary equitably adjusted to the faculty member's length of past and potential service;

c) A faculty member may appeal a proposed relocation or termination resulting from a discontinuation and has a right to a full hearing before the Committee on Tenure, Promotion, and Dismissal, with all the rights attendant upon a dismissal procedure as specified in Dismissal Procedures. The issues in such hearings may include the University's failure to satisfy any of the conditions specified in this Section. In such hearings a faculty determination that a program, department or division is to be discontinued will be considered presumptively valid, but the burden of proof on other issues will rest with the Administration.

ii) the University will make every effort to place the faculty member concerned in another suitable position. If placement in another position would be facilitated by a reasonable period of training, financial and other support for such training will be provided. If no position is available within the University, with or without retraining, the faculty member's appointment may be terminated, **with at least one year of notice or at least one year of severance salary and benefits. Severance salary must be** equitably adjusted to the faculty member's length of past and potential service;

d) A faculty member may appeal a proposed relocation or termination resulting from a discontinuation and has a right to a full hearing before the Committee on Tenure, Promotion, and Dismissal, with all the rights attendant upon a dismissal procedure as specified in Dismissal Procedures. The issues in such hearings may include the University's failure to satisfy any of the conditions specified in this Section. In such hearings a faculty determination that a program, department or division is to be discontinued will be considered presumptively valid, but the burden of proof on other issues will rest with the Administration.

Resolution A
Resolution on the Use of Qualitative Data

Whereas, the University administration has claimed decisions regarding the reduction and/or discontinuation of academic programs need to occur within fall semester 2023,

Whereas, ~~the University administration has requested the~~ ~~faculty members of the~~ Senate Executive Committee ~~make recommendations concerning the reduction and/or discontinuation of academic programs,~~ ~~the~~ ~~faculty members of the Senate Executive Committee~~ ~~have been approved by the~~ ~~University Senate as the faculty committee to evaluate program for possible discontinuation.~~

Whereas, the University administration has provided the faculty members of the Senate Executive Committee and the President's Advisory Committee with a potentially limited and incomplete quantitative data set on academic departments and programs,

Whereas the quantitative data provided likely does not allow members of the advisory committees to evaluate equitably department and program contributions to the university's educational mission or alignment with the strategic plan,

Whereas Bradley's robust core curriculum, welcoming and inclusive environment, commitment to personalized and interdisciplinary paths of study, and legacy of community engagement and experiential learning give us a competitive advantage in the higher education marketplace,

Be it resolved that the University Senate charges the administration with:

Soliciting the following qualitative data from all departments and programs for inclusion as a weighted component in evaluations by the faculty members of the Senate Executive Committee and the President's Advisory Committee:

- Department and program contributions to the BCC areas of inquiry and core practices.
- Department and program contributions to Bradley's strategic imperative of building a "welcoming, caring, and inclusive community" by enhancing diversity, equity, and inclusion efforts.
- Department and program contributions to Bradley's strategic imperative of providing a "personalized life path."
- Department and program contributions to the strategic action: "developing interdisciplinary programs and activities, identify and address roadblocks to interdisciplinary efforts to develop new initiatives, which may include first-year seminars and alternative curricular pathways."
- Department and program contributions to strategic action item: "engaging with community partners to provide local internships and other experiential learning opportunities."
- Department and program contributions to recruitment and retention
- Additional information as requested by the faculty members of the Senate Executive Committee.

Resolution B

Resolution on Educational Considerations

Whereas the Faculty Handbook requires that “bona fide” decisions to “discontinue a program, department, or division of instruction will be based solely on educational considerations” which “reflect long-range judgments that the educational mission of the University will be enhanced by the discontinuation” (see p. 103),

Whereas the Faculty Handbook, even in cases of financial exigency, requires attention to “the validity of the educational judgments” and “criteria for identification” that must be “properly applied” (see p. 102),

Whereas the Faculty Handbook enjoins the University Senate to participate “in decision-making about the academic goals of the University and policies and programs formulated to achieve them” which “if they are to be consistent and effective, must be made within a known framework of University priorities and guidelines” (see p. 8),

Be it resolved that the University Senate charges the faculty of the Senate Executive Committee acting as an ad hoc committee for the purposes of recommending procedures and decision-making about “academic restructuring” to

- First develop criteria of educational considerations for Bradley University in 2023-24 for enhancing the long-range educational mission of the university,
- Then report these ~~weighted and ranked~~ criteria to the University Senate ~~for approval~~ prior to further actions or recommending any discontinuations of programs, departments, or divisions of instruction.

Resolution C: Release of Financial Information

Whereas, the administration has stated it desires to provide the campus community with access to more detailed financial and enrollment information,

Whereas, the administration contends that Bradley University's current financial situation is due to unforeseen issues with accounting and enrollment modeling,

Whereas, decisions regarding the reduction and/or discontinuation of academic programs may involve using faculty salary and benefits data,

Be it resolved that the University Senate charges the administration with:

- providing the faculty members of the Senate Executive Committee with aggregate salary data broken down by academic unit and by non-academic unit by 5:00PM on September 29, 2023
- providing the faculty members of the Senate Executive Committee with aggregate fringe benefit data broken down by academic unit and by non-academic unit by 5:00PM on September 29, 2023
- providing the faculty members of the Senate Executive Committee with the financial savings instituted by the university in cutting ten existing positions and thirty unfilled positions both in absolute terms and as a function of the total budget of that unit and division
- ~~providing the faculty members of the Senate Executive Committee with Bradley University's 2023 Form 990 filing on October 15th, "the 15th day of the 5th month after the end of your organization's accounting period," per IRS regulations¹~~

¹ An exempt organization must make available for public inspection its annual information return (e.g., Form 990, Form 990-EZ). Returns must be available for a three-year period beginning with the due date of the return (including any extension of time for filing) or, if later, the date it is actually filed. For this purpose, the return includes any schedules and attachments that are filed with the form. Note, however, that an exempt organization, other than a [private foundation](#), need not disclose the name and address of any contributor. An organization is not required to provide a copy of its Form 990 if the organization has made that form publicly available (e.g., through Internet posting), but must nevertheless make the form available for in-person inspection. See "Public Disclosure and Availability of Exempt Organization Returns and Applications: Public Disclosure Overview -- What are our organization's public disclosure obligations for the Form 990?" <https://www.irs.gov/charities-non-profits/public-disclosure-and-availability-of-exempt-organization-returns-and-applications-public-disclosure-overview> (Accessed 20 August 2023)

Resolution D
Senate Participation in the Program Reduction and or Discontinuation Process

Whereas, the University administration has claimed decisions regarding the reduction and/or discontinuation of academic programs need to occur within fall semester 2023,

Whereas, the University Senate has approved the faculty members of the Senate Executive Committee as the committee that will make recommendations concerning the reduction and/or discontinuation of academic programs,

Whereas, the Senate Executive Committee is only a subset of faculty representation, unlike the full Senate, which more comprehensively represents all colleges and departments in compliance with the Senate's shared governance mandate,

Be it resolved that the University Senate charges the administration with:

- providing quantitative financial data supporting its assertion that recommendations be finalized by the end of fall semester 2023 to university senators by 5:00PM on September 29, 2023

Be it resolved that the University senate charges the faculty members of the Senate Executive Committee with:

- ~~requiring~~ **providing** each recommendation made ~~by the faculty members of the Senate Executive Committee~~ regarding the reduction and/or discontinuation of academic programs be put forth for a separate vote by the entirety of the University Senate
- ~~requiring~~ **providing** ~~the faculty members of the Senate Executive Committee provide~~ a summary of the quantitative and qualitative data used in the recommendation process to reduce or discontinue programs be made available to University senators at least ~~10~~ **3** business days prior to the Senate meeting called to vote upon said recommendations
- requiring the faculty members of the Senate Executive Committee provide the estimated cost savings per recommendation made to reduce or discontinue programs be made available to University senators at least ~~10~~ **3** business days prior to the Senate meeting called to vote upon said recommendations

Resolution E
Resolution on President's Advisory Council

Whereas, the President's Advisory Council, whose guidance has been given significant weight in the administration's decision-making process, in no way adequately represents college-level and departmental-level concerns given its current composition,

Be it resolved that the University Senate charges the administration with:

- including a tenured faculty representative from each college as appointed by the College in the President's Advisory Council for a renewable term of 2 years

UNIVERSITY SENATE MEETING SIGN IN SHEET –

SENATORS

Meeting Date: 9/21/23

Name		Name	
Batz, Jack		Maillacheruvu, Kris	
Blair, Eden	JB EB	McQuade, Kristi	YM
Borton, Rachel		Metzger, Cyle	CM
Brammeier, Heather	HMB TEL.	Miah, Suruz	SM
Carty, Tom		Moeckel, Mark	M.D.M.
Cheney, Brian		Moon, Dan	
Clark, Chad		Muncy, Jim	Jim
Clark, Jessica		Nair, Kalyani	Kalyani
Corbett, Colin	CC	Newton, Lee	Lee
Drake, Teresa	TD	Nielsen, John	John
Eskin, Candace	Cal E	Nigg, Jessica	ON
Fitzgerald, Josh	Josh Fitzgerald	Pershing, Johanna	Johanna
Flint, Edward	Edward Flint	Portocarrero, Melvy	Melvy
Ford, Heather	Heather Ford	Raheem, Malik	Malik Raheem
Frazier, Meg	M.F.	Rommel, Megan	Megan
Getz, Dan	D.S.	Schweigert, Wendy	Wendy
Gore, Bryce		Shastry, Prasad	Prasad
Grugan, Amy	A.G.	Smith, Karin	
Ham, Ethan	E.H.	Spires, Todd	
Hawkins, Samuel	S.H.	Standifird, Stephen	
Hertich, Alex	A.H.	Stern, Travis	Travis
Hogan, Jackie	J.H.	Stover, Naomi	Naomi
Huberman, Jeff	J.H.	Thomas, Nathan	
Jung, Karl	K.J.	Timm, Mat	Mat
Kelly, Joseph	J.K.	Tronnes, Libby	Libby
Kelly, Todd	T.K.	Way, Jamie	Jamie Way
Khodair, Yasser	Y.K.	Webb, Brian	Brian
Kimberlin, Kevin	K.K.	Williams, Chris	Chris
Kindler, Andy	A.K.	Zakahi, Walter	Walter
Byerly, Adam	A.B.		

UNIVERSITY SENATE MEETING SIGN IN SHEET –

VISITORS

Meeting Date:

9/21/2023

Name	College/Unit	Name	College/Unit
Contor Brito	LAS	Barbara Kerns	IT
Kim Behrll	IT	Brian Jeschko	BUPD
Shannon Bates	IT	Christe Ang	Admission
Tyler Smith	FCB	Stacie Bertram	ZHHS
Jacqueline Adams	EGT	Eric Dubrowski	FCB/CCET
Ryan Doat	Student Senate	DAVID SCUFFHAM	WFO
Cassie Keller	Student Senate	Tom Richmond	Alumni
Jen Jost	LAS BIO	Tony Bedenikovic	LAS MTH
Shannon Sandoval	CPACOM	Phyllis Suzuki-Nguyen	EM
Julie Rayer	EGT	Bonnie Brown	HIS
Dannelle Wentzel	LAS CHM	J. Vickroy	LAS English
Rachel Vetter	EHS		
Jana Hunzicker	EHS		
Amanda Scott	EHS		
Josh Fitzgerald	CPACOM		
Sherry Grant	FCB		
Liz in Mok	LAS		
Michelle Edgerly	LAS		
Bethany Miller	CCET		
Andy Rolles	PHL		
Tony Hermann	LAS		
Patricia Nugent	EHS		
Geanie Butagami	PSI		
Michelle R. Fry	CHM		
Marian A. 287	SOC		
Wayne Bosma	CHM/Grad Education		
Melissa Adams	FCB/Marketing		
Yoon-Si Lee	CCET/CEC		
Kerne Schattler	CCET/CEC		
Joshua Loney	EFN		
Kassidy Douglas	CCET/CEC		
Triping Dahlquist	LAS		
Melissa	EHS		
Kate L. Purvis	LAS/BIO		