



Eighth Regular Meeting
2023-2024 Bradley University Senate
3:10 p.m., Wednesday, May 1, 2024
Marty Theatre, 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

3:13 pm Teresa Drake

II. Announcements

0. The meeting is being recorded and livestreamed. Thank you, IT!

1. Update on senate elections

Nominations are open. Elections will take place after the end of the semester so we know committee membership at the outset of fall semester.

President Drake plans to share her report to BOT along with some committee reports she is still waiting on with the University Senate membership soon.

President Drake thanked everyone for their support and “grace” during her term as president.

III. Approval of the Minutes of the April Meeting of the 2023-2024 University Senate, April 18, 2024.

See attached Minutes

Motion to approve: Mat Timm
Second: Wendy Schweigert

IV. Report from Student Body President Adalia Yeung

New summer engagement ad hoc committee to promote engagement in student senate at the start of fall semester. Expressed openness to meet with University senate members.

V. Reports from Committees

A. Curriculum and Regulations

1. Curriculum Consent Items

248874	Course Addition	ETL MIS 279 Personal Security and Privacy
This was routed to Pres Drake accidentally before the last meeting and so therefore voted on accidentally.		
244816	Course Addition	CFA CFA 371 Contemporary Music Business in Australia
244815	Course Addition	CFA CFA 372 Entertainment Industry-Asia Pacific
248232	Course Addition	MUS MUS 340 Rock/Pop Ensemble

251034	Core Curriculum Addition	PSI PLS 317 International Law
240155	Core Curriculum Addition	BIO GES 300 Oceanography the Human Perspective

250498	Course Modification	BUS BUS 490 Business Topics
250496	Course Modification	M L M L 499 Independent Studies
250495	Course Modification	M L M L 497 Research in Organizations
250485	Course Modification	BUS BUS 599 Independent Study
250292	Course Modification	E E ECE 497 Capstone Project System Level Design
249973	Course Modification	CS CS 571 Database Management Systems
249870	Course Modification	PSI PLS 304 Politics of Europe
249487	Course Modification	FCS FCS 410 Human Metabolism
249154	Course Modification	M E M E 303 Instrumentation and Measurement
247677	Course Modification	MUS MUS 143 Bradley Community Chorus
247678	Course Modification	MUS MUS 343 Bradley Community Chorus

[Approved by consent](#)

2. Curriculum Items Requiring a Motion

249834	Major Addition	ECL Education Studies
249835	Course Modification	ECL ETE 230 Adapting Curriculum to Support Inclusive Environments
249837	Course Modification	ECL ETE 232 Meeting the Needs of All

249838	Course Modification	Students within the Disciplines ECL ETE 324 Early Childhood Special Education Methods
249839	Course Modification	ECL ETE 445 Multidisciplinary Collaboration

Motion by Schweigert for C&R
Approved Unanimously

251565	Major Modification	EFN Personal Financial Planning
251554	Major Modification	EFN Corporate Finance
250519	Major Modification	EFN Actuarial Science – Business

Motion by Schweigert for C&R
Approved Unanimously

250242	Major Modification	COM Media Production
249299	Course Addition	COM COM 350 Streaming
249300	Course Addition	COM COM 375 Documentary Production
249283	Course Modification	COM COM 204 Audio Production
249285	Course Modification	COM COM 314 Studio Production
249288	Course Modification	COM COM 335 Field Production
249292	Course Modification	COM COM 414 Advanced Studio Production
249293	Course Modification	COM COM 435 Advanced Field Production
249295	Course Modification	COM COM 445 Short Film Production
249297	Course Modification	COM COM 450 Media Distribution and Promotion
250243	Course Modification	COM COM 112 Introduction to Media Production
250244	Course Modification	COM COM 203 Media Industries

Motion by Schweigert for C&R
Approved Unanimously

249813	Major Modification	P T Kinesiology and Health Science
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Motion by Schweigert for C&R
Approved Unanimously

247802	Major Modification	MUS Bachelor of Arts or Science Degree in Music Business
247681	Major Modification	MUS Bachelor of Arts Degree or Bachelor of Science Degree with a Major in Music

Motion by Schweigert for C&R
Approved Unanimously

250520	Minor Modification	EFN Decision Analysis
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Motion by Schweigert for C&R
Approved Unanimously

- 249583 **Concentration Modification** MUS Bachelor of Music in Music Education, Piano Concentration
- 249148 **Concentration Modification** MUS Bachelor of Music in Music Education – Piano Concentration
- 249147 **Concentration Modification** MUS Bachelor of Music in Music Education – Vocal Concentration
- 249146 **Concentration Modification** MUS Bachelor of Music in Music Education – Instrumental Concentration

Motion by Schweigert for C&R
Approved Unanimously

- 246752 **Program Modification** CS Masters in Computer Information Systems
246751 Course Addition CS CIS 571 Database Management Systems

Motion by Schweigert for C&R
Approved Unanimously

3. Undergraduate Catalog change in language from academic “probation” to academic “recovery” (see attached)

Motion by Schweigert for C&R
Noted that C&R vote was not unanimous

Sarah Glover: Noted that this proposal is supported by Deans Council and Academic Support Center (ASC) and Div of DEI. The main issue they are trying to solve is the connection of the word “probation” to the criminal justice system. Noted that it will take some work to change all of our systems to reflect this change if approved

Ethan Hedman: Stated that prior to 23-24, students on probation entered the Turning Point Program and enrolled in zero credit AEP 115-10, which was offered as an online course that emphasized what happens if students don’t improve their GPA. This class had poor outcomes that were linked to absence of in person touch points, which led to changes in AEP 115-10 to increase in person interactions. They are now offering a hybrid version of AEP115-10, and initial results show that these changes are having the desired impact of increasing the percent of students who pass AEP115-10. Noted that other institutions have adopted “recovery” term.

Colin Corbett: Stated that the term “probation” suggests you need “better than normal” performance to get out, but “recovery” doesn’t suggest that, so he is hesitant to support because it doesn’t imply any added responsibility to students.

Jim Muncy: Noted that the term “recovery” comes with its own baggage and suggested the term “restoration”?

Rachel Borton: Argued against the term “recovery” and suggested “remediation” as another alternative.

Schweigert: Noted that “recovery” has the advantage of being an action word and a growth mindset word, but also indicated liking “remediation”.

Meg Frazier: Suggested that ASC staff will give meaning to “recovery”

Cyle Metzger: Mentioned limited microphone accessibility in Marty Theater. Stated that he appreciates the term “recovery” because it’s encouraging. Argued against the idea that this term doesn’t give responsibility to students.

Wayne Bosma – Noted that Grad exec decided the switch from “probation” to “recovery” is not appropriate for graduate students. Mentioned “academic notice” used at Cal State-Fullerton.

Andy Kindler – Reminded the group that if this gets approved it will be applied to undergraduate students only, meaning we’ll have two different terms.

Sarah Glover – Stated that there is not a turning point program for graduate students so two different terms are appropriate.

Tyler Smith – Noted that probation has negative connotations for grad students and suggested changing that one to “notice”

Wayne Bosma – Reported that grad exec discussed that 1) we can’t use ‘recovery’ since we don’t have any sort of turning point program for grad students; 2) “probation” may make better sense to non-native English speakers because it is a more commonly used term.

Ahmad Fakheri – Asked whether we would be keeping to term “probation” if we didn’t have the TPP program

Naomi Stover – Asked whether we’d be stuck with the term “probation” if we don’t decide today.

Teresa Drake – Stated that if the motion were voted down, we’d have to wait until fall to vote again.

Walter Zakahi – Noted that there could be an amendment to include graduate students in this change.

Landon Williams – Stated that this language is an improvement and reminded everyone that it is difficult to find the perfect word.

Jim Muncy – Stated that he would support this no matter what we choose and that anything is better than “probation”. Moved to amend the proposal to replace “recovery” with “notice”

Ollie Nanyes seconded

Kristi McQuade - Stated opposition to the amendment. Recommended that out of respect for the expertise in the ASC and the work they put into researching best practices and what other schools do, we ought to stick with their recommendations.

Collin Corbett - Stated that he feels “Notice” is even worse than “recovery”

Adalia Yeung – Stated that she favors “recovery” - it is more inclusive

Wendy Schweigert – Stated that “notice” is wishy-washy, not active

Vote on amendment to change “recovery” in motion to “notice” – NAYS win, not passed

Vote on proposal – YAYS win, but not unanimous, approved

B. Handbook Rewrite Committee (see attached)

C. Admissions and Retention (see attached)

V. Annual Report from Faculty Ombuds

(see attached)

Sara Netzley –Reviewed her report. Expressed concern about erosion of trust and respect between faculty and administration moving forward. Acknowledged faculty who agreed to delay their cases to allow her to focus on cases for faculty being dismissed this year.

Heather Brammeier – Mentioned that she had been discouraged in the past from asking questions because of potential for “unexpected consequences”. Noted an attitude of fearfulness on campus

that makes it difficult for faculty to even ask questions. Reminded everyone that sometimes willingness to “listen” to faculty can solve issues. Related that someone who is a Bradley alum had asked her a question she he herself had asked in the past but was unable to answer and she thought to herself “Have I been silenced?” She noted this is not healthy for a community. Noted that upper administration seems disconnected, don’t understand what we do and how important our students are to us. Acknowledged that interim Dean of CFA Ethan Ham and exec committee that have been touring departments.

V. Reports from Administrators

A. Provost and Senior Vice President for Academic Affairs Zakahi

Demographics or faculty being cut.

37 faculty reductions		overall
24 male	65%	57%
13 female	35%	43%
2 Asian	5%	14%
1 black/African American	3%	5%
2 Hispanic	5%	3%
26 white/Caucasian	70%	71%
6 undisclosed	16%	6%
0 two or more		1%

President Drake – Asked the Provost to follow up from previous meetings on whether tenure applications by faculty being cut will be evaluated on their merits.

Provost Zakahi – Stated that they are still working on the details but he anticipates that is what will happen.

President Drake – Asked for a follow up on the travel policy for next year.

Provost Zakahi – Indicated they are working on a draft policy - hoping it will be ready early next week - that would include all FT faculty

B. President Standifird

Reported that we received \$1M from Polly Barton and the late Glen Barton to support Occupational and Physical Therapy programs. This will support a clinic built out from the Campustown facility that will create better access for the community. Mentioned EHS faculty for helping make this happen and Melissa Peterson’s for her media interview.

Stated that he recognizes it’s been a challenging year for us and for all of higher education. Noted that Drake and Butler had announced deficits similar to the \$13M operating deficit Bradley had announced for the previous year and that University closures are being announced.

Noted that this backdrop has created strained relationships between faculty and admin at universities across the country and at BU. Mentioned University of Kentucky (where the president has proposed major erosion to shared governance) and issues of erosion of shared governance in Florida and Indiana and in that context stated “I am not interested in dismantling shared governance” at Bradley. He acknowledged that the decisions made this

year put tremendous strain on the relationship between administration and faculty and that it can and must be improved moving forward. He said in response to Heather Brammeier's comments that he wants to be active on listening to faculty, staff, and students saying this is something "I am very interested in being aggressive about trying to move forward in a positive way" and added he hopes his colleagues in the senate are as well.

Expressed his appreciation for the dedication of faculty to student success and well-being even among all the turmoil.

Karl Jung: Noted that a year ago in this meeting President Standifird had said "I still remain optimistic...the university is not yet in a stressed position and we are still in a position to be able to respond to the challenges" but then in July had sent out an email saying we are short \$13M. Noted that there is fear the same thing will happen especially given recent EMBO reports. Asked for an outlook and whether we will face more cuts. President Standifird: Stated that the EMBO reports aren't very helpful right now because FAFSA info is just beginning to roll out. Said that mid-June is when we can start trusting the EMBO numbers. "We, actually, as part of our bond reissuance had to go out and re-do our credit rating. So prior to any of the financial strains that we felt last year, we had a BBB+ credit rating. We obviously went through a lot of changes, both in terms of announcing a significant deficit and then also making some very dramatic and challenging decisions to address that deficit, S&P which does a pretty aggressive job of reviewing everything and anything about you, did that, came back and said "ok, because of the changes you made, because of the tough decisions you went forward with, you are BBB+ stable again. And so that is, I think, really good news for us. I'm excited about that. Bluntly, I'm a little surprised, not that I would be surprised that we are in solid financial sound footing because I felt like we made the right decisions, but because Moody's just recently downgraded much of the midwest and northeast in terms of its overall projection on higher education because it's a very challenging environment. S&P thinks we are in a sound position to manage that partly because we made the tough decisions. So I do believe we're in good position moving forward."

Edward Flint: Mentioned concerns about transparency and collaboration. Noted that President Standifird states that he wants to be transparent and collaborative. Stated that President Standifird had brought up our bond covenants as a reason for urgent cuts but had then in march suggested that WCBU was misleading people about the covenants. And stated "That's not transparency." Stated that on the collaboration side, President Standifird had stated he would work with faculty but he had totally ignored the senate committee.. Reminded the President that there are avenues to work with faculty he needs to capitalize on. Stated that he should be working with the Strategic Planning Committee. Noted that President Standifird had stated several times in senate meetings that he would address questions through URC but this doesn't appear to be happening. Suggested he is not making use of the avenues to be transparent and collaborative.

VII. Old Business

VIII. New Business

Ollie Nanyes – read a prepared statement about the viability of the University.

A Statement of Concern about the viability of Bradley University

I am Ollie Nanyes, a Professor of Mathematics who arrived at Bradley University in 1991.

Like everyone else, I reacted with concern at the small entering class in 2023 and accepted that cuts were coming. Life is sometimes like that; sometimes we have to cut, or shrink. But how we shrink can directly affect the long term health of the University.

Allow me to share something from my personal life. When I got to Bradley, I was well over 300 pounds in weight. I had to shrink; to make personal cuts, if you will. And I did. But here is what I did not do: I did not start by amputating my legs.

Unfortunately, the plan chosen to enact the cuts at Bradley does that: it involves wholesale amputation of much of our university's academic talent and expertise.

So, what does this mean going forward?

From time to time, friends will say something like "I have a niece, nephew, grandchild, etc. who is interested in engineering. Why should they choose Bradley?"

For the longest time, I could tell them that, in the vast majority of their classes, both in and out of major, they would be taught by passionate experts who not only deeply understood what they were teaching but also understood where their course fit in to the scheme of things. This competence carries an expense: it requires support on different levels.

Will I still be able to tell them that? Or will there come a time when I'll have to admit, at least to myself, that much of the teaching is coming from beleaguered part timers who are juggling gigs and only a few pages ahead of the students in the text book?

I'd also like to be able to tell them that, were they to come to Bradley, they could support their engineering study with advanced courses in mathematics and physics. Will I still be able to tell them that? I know that the 2 schools east of us on I-74 will be able to; the closer one welcomes its first engineering class in 2025.

What is especially sad to me is that a faculty committee, one that contained decades of academic and college teaching excellence, came up with a sound, conservative solution; a solution that would have enabled quality education to continue, albeit for smaller entering classes. But the proposed faculty committee solution was summarily dismissed by a plan, which was created by process that remains a mystery to me.

It appears to me as if we are passing up the opportunity to remain true to sound, tested educational principles in order to gamble our future by chasing educational fads.

Mat Timm – Introduced the following resolution

Whereas Dr. Teresa Drake, Associate Professor of Family and Consumer Sciences, Public Health Education Program Director, Chair of the Department of Family and Consumer Sciences and current President of the Bradley University Senate, has served Bradley University in an exemplary fashion in all of her roles but, most especially, during Spring Semester 2022 as Interim-President of the 2021-2022 Bradley University Senate, as President of the 2022-2023 Bradley University Senate and as President of the 2023-2024 Bradley University Senate;

And whereas Dr. Drake has served as Bradley University Senate President under particularly challenging conditions during a period of exceptional stress;

And whereas Dr. Drake has, during that period, served the entire Bradley University Community and this Senate by fulfilling the duties and obligations of President of the University Senate with honesty, grace, and determination;

And whereas Dr. Drake has, as President of the University Senate, advocated forcefully for the University to maintain the highest educational standards;

And whereas Dr. Drake has, as President of the University Senate, been a tireless advocate for the Students, Faculty, and Staff of the University and for the betterment of the University;

Be it resolved that we, this University Senate, on this 1st day of May in the year 2024, thank and commend Dr. Drake for all of her service to the University in all of her roles, but most especially, as the President of the Bradley University Senate.

Passed Unanimously

Kristi McQuade – Noted that resolutions proposed to Senate take considerable time and effort and are often are coordinated across several faculty out of dedication to the University. Stated that 14 different resolutions were passed in Senate in the Fall 2023 semester, including one proposed by student members of the University Senate. Noted that 8 of these requested a response from administration but that to date, none of those 8 have received any kind of response from administration. Stated that she wanted this to be in the record, and the hope is that this practice of administration not responding will not continue into the future.

IX. Adjournment