



# BRADLEY UNIVERSITY

January 18, 1993

Dear Colleague:

This is the new and improved Bradley University Faculty Handbook. An ad hoc committee of the University Senate chaired by Brendan Liddell and including Linda Anglin, Kathryn Gould Cullivan, Joe Felder, Doan Modianos, and Wendy Schweigert, has worked for the past year to make this Handbook possible. Various sections have been updated and/or corrected. Changes approved by the Senate over the past two years have been incorporated. Several format changes have also been made which we hope will make it easier to use the Handbook, including consecutive page numbers, chapter names on the foot of each page and an alphabetical index of topics in the back of the Handbook.

Finally, we ask that you help us to recycle the hundreds of existing Handbooks by taking your old copy to one of the locations listed below, by January 31st. The students of the Bradley Earth Club will pick them up from those locations for recycling. Thank you for assisting us in this way.

## Drop Points for Old Handbooks

Baker - BUS Dean's Office	Bradley - LAS Dean's Office
Burgess - Nursing Dept's Office	Comstock - PSY Dept's Office
Constance - Music Dept's Office	Hartmann - Theatre Dept's Office
Heuser - Art Dept's Office	Jobst - EGT Dean's Office
Library - Director's Office	Morgan - IE Dept's Office
Olin - Biology Dept's Office	Sisson - Room 433
Swords - Room 205	Westlake - EHS Dean's Office

Cordially,

Antone F. Alber  
President  
Bradley University Senate

F A C U L T Y  
H A N D B O O K

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B R A D L E Y  
U N I V E R S I T Y



# PROCEDURES FOR REVISIONS OF THE FACULTY HANDBOOK

## Procedure 1

Proposals for revisions of policies or procedures contained in sections marked (P1) in the Table of Contents should be submitted to the University Senate Executive Committee for presentation to the University Senate. Changes in these sections require approval by the University Senate and the Board of Trustees.

## Procedure 2

Officers of the University responsible for policies and information marked (P2) in the Table of Contents should forward revisions to Typesetting.

# BRADLEY UNIVERSITY FACULTY HANDBOOK

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## NOTICE

The term "service" when used in this HANDBOOK shall be understood to mean service at Bradley University, unless otherwise specified in this HANDBOOK.

# **CHAPTER 1**

## **Bradley University Structure**

# A. ORGANIZATION AND ADMINISTRATION

## 1. Introduction.

A standard for quality education was established for Bradley when its founder, Mrs. Lydia Moss Bradley, recruited the services of William Rainey Harper to assume the Presidency of the Faculty of Bradley Institute at the time of its founding in 1897. Dr. Harper, who was then the President of the University of Chicago, was one of the outstanding educators of his day, and his emphasis on a quality faculty and a concern for the individual student established standards for the institution.

Through the first 23 years of its existence, from 1897 to 1920, Bradley served as a four-year prep school (Lower Academy) and a two-year junior college (Higher Academy). In 1920, the decision was made to develop Bradley Polytechnic Institute into a small, four-year college, and the Lower Academy was dropped. The Higher Academy was expanded to offer the baccalaureate degree.

Bradley University assumed its present form in 1946, when the booming post-war enrollment encouraged the Trustees and the administration to transform the institution into a medium-sized university, divided into various colleges and schools and adding a graduate program to the curriculum. Prior to the war period, Bradley enrollment had always remained at the 1,000 level, but the influx of students and the resulting change of offerings brought about an enrollment of 5,000 students after the war.

Throughout these changes the institution has maintained Mrs. Bradley's original goal that it remain "nonpartisan, non-sectarian and independent." And through the years it has continued to attract a high quality faculty dedicated to excellence in teaching.

## 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 35 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 Assistant Secretary-Treasurer. The Board meets quarterly, with sessions in December, March, June, and the Annual meeting in September. 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.

The Chairperson of the Bradley University Senate and the President of the Bradley University Student Senate, during the terms of their offices, are invited to attend all regular meetings of the Board of Trustees, and take such part therein, without vote, as the Board of Trustees determines.

## 3. University Administration.

The President is the chief administrative officer of the University and has primary administrative responsibility for the conduct of the University activities as delegated by the Board of Trustees. All University matters requiring action by the Board of Trustees are brought to its attention by the President.

The officers of administration who report directly to the President of the University are the Provost and Vice President for Academic Affairs, the Vice President for Business Affairs, the Vice President for Advancement, and the Director of Athletics.

In the President's absence, the Provost and Vice President for Academic Affairs acts on behalf of the President.



In the colleges, the deans are the chief administrative officers and report directly to the Provost and Vice President for Academic Affairs. Within each college, administration is effected by the dean through the department chairpersons.

Each college is responsible for the study and development of its own programs of instruction and research, and for presenting recommendations through appropriate channels for their improvement.

## B. BRADLEY UNIVERSITY GOALS

### MISSION

The mission of Bradley University shall be the pursuit of excellence in providing distinctive educational programs and the support environment that fulfill the intellectual, aesthetic and professional needs of its students and other members of the University community.

Bradley University — as a medium size, predominantly undergraduate, independent institution of higher education — is especially qualified by its size, academic diversity and commitment to students to achieve this goal in a distinctive manner by:

1. serving as both a repository of culture and an institution for its critical examination;
2. emphasizing in its curricula the accumulated wisdom of our own and other cultures; and through the study of the arts and sciences providing society with graduates who are possessed of open, resilient, and ceaselessly inquiring minds;
3. encouraging the extension of the body of accumulated knowledge through research that enriches culture;
4. preparing students for productive lives as citizens, as individuals, and as members of the professions, through selective undergraduate and graduate programs which will enable students to think, to create and to analyze critically facts, attitudes and values;
5. meeting its responsibilities as an urban university by sharing its facilities, personnel and programs with the community, and by offering appropriate continuing education opportunities to the citizens of Central Illinois.

### SUPPORTING GOALS

Bradley University is best able to fulfill a distinctive role in higher education, and in performance of its other functions, by:

1. fostering teaching, learning, and research that combine free inquiry and intellectual responsibility;
2. maintaining an intellectual milieu in which faculty and students will be continuously understanding of and sensitive to the variety of disciplines offered within the University;
3. developing curricula, both professional and non-professional, that permit the widest possible selection among courses for students and the maximum degree of interaction among disciplines;
4. emphasizing expectations for the need for members of the faculty and staff to be creative and to grow professionally and providing opportunities to achieve this objective;
5. directing the attention of faculty members, administrators and other University personnel to the needs of students as individuals;
6. attracting and retaining a student body capable of significant academic achievement and representative of a broad range of backgrounds;
7. enabling students to grow as productive members of the University community who are capable of making meaningful contributions to society;
8. having a faculty of high academic ability, teaching effectiveness, and professional commitment to their disciplines;
9. having highly skilled administrators who are established leaders dedicated to the goals of the University and who accept both the primacy of the communication and advancement of knowledge in institutions of higher education and the special administrative obligations such a view entails;

10. having a Board of Trustees committed to ensuring the academic integrity and the financial solvency of the institution and supportive of Bradley University's unique opportunities for service as defined in the Charter and this Statement;
11. maintaining communication between the University and its alumni that will enable it to benefit from their individual and collective wisdom and generosity;
12. providing a support staff that is at once conscientious toward its duties and sensitive to the needs of an academic community; and
13. providing facilities sufficient to meet the academic, scholarly, cultural and social needs of the University community.

# C. RIGHTS AND RESPONSIBILITIES OF ADMINISTRATORS, FACULTY AND STUDENTS

## 1. Introduction.

At Bradley University all components are aware of their interdependence, of the usefulness of communication among themselves, and that the force of joint action will increase the capacity to solve educational problems. This statement is based on the assumption that the faculty and administration have as their common interest the qualitative academic growth of Bradley University. To achieve this objective, it is recognized that interdependence is essential and that it is not a negation of interdependence to assign specific rights and responsibilities to the administration, while still other rights and responsibilities are subject to joint determination by both the faculty and the administration. At the highest level, joint determination involves the faculty, the students, the administration, and the Board of Trustees as definite groups within the University.

## 2. Joint Determination.

Joint determination may take a variety of forms, depending upon the particular matter under consideration. In some instances, an initial exploration or recommendation will be made by the President, or some other duly designated administrative official, with consideration by the faculty at a later stage; in other instances, a first and essentially definite recommendation will be made by the faculty, subject to endorsement of appropriate administrators, the President, and the Board of Trustees. In still others, a substantive contribution can be made when students are responsibly involved in the process. Although such approaches may vary, at least two general conclusions regarding joint determination seem clearly warranted; (1) important areas of action involve at one time or another the initiating capacity and decisionmaking participation of all institutional components, and (2) differences in the weight of each voice, from one point to the next, should be determined by reference to the responsibility of each component for the particular matter at hand, as indicated below.

## 3. Determination of General Educational Policy.

The objectives of Bradley University are specified in the original charter, as modified from time to time by other statements that are developed within the University and adopted by the Board of Trustees. It is the responsibility of all constituent elements of the University to strive to fulfill its goals, and it is equally the responsibility of all constituent elements to prescribe a method for reviewing objectives and to cooperate in implementing any changes in objectives. Primary responsibility to establish educational goals and to initiate action to change such goals rests with the faculty.

Such matters as major changes in the size or composition of the student body and the relative emphasis to be given to the various elements of the educational and research program should involve participation by the administration and the faculty prior to final action by the Board of Trustees. Among the most important internal operations of the University on which there should be joint determination, and for which the maximum effectiveness in communication should be established and maintained are the following;

- Planning concerning the future objectives and how to achieve them.

- Establishment of priorities and policies concerning the allocation of all resources, human and physical, among competing demands for both the short-run and the long-run.

- Information on the current budgetary situation and on budgetary projections in order to plan and establish priorities.

Joint effort of a most critical kind must be observed when a new president is chosen. The selection of a chief administrative officer should involve a cooperative search by the Board of Trustees and the faculty, taking into consideration the opinions of others who are appropriately interested. The President's leadership role has a multiplicity of facets. The President must be especially competent in interpreting the faculty and its rights and responsibilities to the Board, and he or she must be equally competent in interpreting the thinking and the actions of

the Board to the faculty. Success in these interpretations will contribute significantly to harmony between the Board and the faculty. It is understood that the Board continually evaluates the President's performance. It is strongly recommended that procedures be established for the formal evaluation of the President by the academic community at least every four years.

The selection of other academic officers should be jointly determined by the President, or a designated representative, and the appropriate faculty in consultation with concerned groups. The building of a strong faculty requires careful joint effort on the part of the faculty and administration in the formulation of policy concerning such matters as faculty selection, promotion, tenure, dismissal, and the terms of contractual salary commitments.

The Board of Trustees is the only constituent body that has the right to speak officially for the institution as a whole, although it may delegate this right to others on specific University matters. The Board of Trustees is vested with the right of final institutional authority. It has the obligation to interpret the University to the community at large as well as the prime responsibility to maintain the financial solvency and the academic viability of the University. Consistent with its rights and responsibilities, the Board of Trustees should be structured in such a manner as to reflect through its membership a diversity of backgrounds, activities and views.

The Board of Trustees, while maintaining a general overview, should entrust the conduct of administration to administrative officers who, in conjunction with the faculty, will recommend and implement policies that are of concern to the entire University community. The Board should insure that there exists, in modified form, statements that clearly define its policies and procedures. However, the Board of Trustees should exercise restraint and not become involved in routine matters in the operation of the University.

When ignorance or ill-will threatens the institution or any part of it, the Board must be available for support and is expected to serve as a champion of the University. Although the action taken by it usually will be on behalf of the President, the faculty, or the student body, the Board should make it clear that the protection it offers to an individual or group is, in fact, a fundamental defense of the interests of society in the educational institution.

## **4. The Academic Institution.**

### **a. The President.**

The President, as the chief executive officer of the University, is evaluated largely for effectiveness as a leader. The President has the ultimate responsibility for the definition and attainment of goals, for administrative action, and for implementing an effective communications system which links the components of the academic community.

As the chief planning officer of the University, the President, together with other designated administrative officers, has a special obligation to initiate, innovate, and evaluate. The degree to which the President, in conjunction with delegated administrative officers, can envision new horizons for the University, and can persuade others to see them and work toward them, will often constitute the principal measure of the President's administration.

The President and the appropriate administrative officers must at times attempt to revitalize some departments which have stagnated. When all other attempts fail, it may be necessary to release some faculty, in which case every effort must be made to preserve the concept of tenure, although it is recognized that a more tough-minded implementation of these procedures must be initiated to maintain a balance between academic freedom and academic responsibility.

It is the duty of the President to see to it that the standards and procedures in operational use within the University conform to the policy approved by the Board of Trustees and to the standards of sound academic practice. It is also incumbent upon the President to insure that faculty views, including dissenting views, are presented to the Board in those areas and on those issues where responsibilities are shared. Similarly the faculty should be informed of the views of the Board and the administration in like issues.

### **b. The Faculty.**

The faculty, through the University Senate, has primary responsibility for such fundamental areas as curriculum, research, faculty status, and those aspects of student life which relate to the educational process. On these

matters, the power of review or final decision lodged in the Board of Trustees, or delegated by it to the President, should be exercised adversely only in exceptional circumstances, and for reasons communicated to the faculty. Following such communication, it is desirable that the faculty should have an opportunity for further consideration and further transmittal to the President or the Board. It must be recognized that conditions may exist which will impose limits on the extent to which faculty recommendations can be realized.

Policy concerning faculty status and related matters is formulated primarily by the faculty; this includes appointments, reappointments, decisions not to reappoint, promotions, the granting of tenure and dismissal. Since such matters are of vital concern to all constituents of the campus community, active participation and approval by the appropriate administrators must be obtained before transmittal to the Board of Trustees. On questions of faculty status, as in other matters where the faculty has primary responsibility, the administration should concur with the faculty judgment except in rare instances and for compelling reasons which should be stated in detail. Moreover the right of appeal continues through the administrative levels, including the President.

Agencies for faculty participation in the governance of the University should be established at each level where faculty responsibility is present. An agency should exist for the presentation of the views of the entire faculty. The structure and procedures for faculty participation should be designated, approved and established by joint action of the components of the University. Faculty representatives should be selected by the faculty according to procedures determined by the faculty. The agencies may consist of meetings of all faculty members of a department, college, or the University as a whole, or they may take the form of faculty-elected executive committees in the departments and colleges, and they may take the form of a University Senate for the institution as a whole.

On matters which are deemed to be of great importance to the University, and on which the faculty has been challenged or charged to provide a resolution of the matter but has not accepted the charge, the administration has the authority to initiate action and to make a presentation to the Board of Trustees without faculty participation.

#### **c. The Students.**

When students in American colleges and universities desire to participate responsibly in the government of the institution they attend, their wish should be recognized as a claim to opportunity both for educational experience and for involvement in the affairs of their college or university. Ways should be found to permit significant student participation within the limits of attainable effectiveness. It is important to recognize that student needs are strongly related to educational experience, both formal and informal. Students expect, and have a right to expect, that the educational process will be structured, that they will be stimulated by it to become independent adults, and that they will have effectively transmitted to them the cultural heritage of the larger society. If institutional support is to have its fullest possible meaning, it should incorporate the strength, freshness of view and idealism of the student body.

#### **d. University Resources.**

The University Senate is charged with the responsibility of participating in decision-making about the academic goals of the University and policies and programs formulated to achieve them. These decisions, if they are to be consistent and effective, must be made within a known framework of University priorities and guidelines. Representative of the University community as a whole, the Senate must participate in the process of determining those goals and priorities and the distribution of resources allocated to their achievement.

A University Resources Committee can best do this on behalf of the Senate by focusing its attention on University-wide and long-range decisions, not involving itself in decisions ordinarily and properly made by the individual departments, and colleges and other Senate Committees such as the Committee on Curriculum and Regulations.

The proposed charge, functions and composition of the Committee are designed to provide the skills and perspectives of students, administrators and faculty for a joint consideration of the broad and fundamental issues out of which University resource allocation decisions are made. (See Article V, Section 9 of the University Senate Constitution, p. 18 of the HANDBOOK, for specific functions and membership of the Committee.)

## D. GRADUATE FACULTY MEMBERSHIP<sup>1</sup>

Only members of the Graduate Faculty shall be authorized to teach graduate-level courses. The Graduate Faculty, the deliberative and policy-making body of the Graduate School, consists of regular members (voting) and affiliate members (non-voting).

Regular membership in the Graduate Faculty shall be granted by the Dean of the Graduate School to a faculty member upon (1) recommendation by that faculty member's department chair or program director and dean, and (2) the approval of this recommendation by the Executive Committee of the Graduate Faculty. To be eligible for regular membership, a faculty member ordinarily should meet the following criteria:

1. Full-time member of the faculty.
2. Earned terminal degree or demonstrated competence.
3. Minimum rank of assistant professor.
4. Regular assignment to teach graduate students or involvement in graduate-level policy-making bodies within the college of which they are members.
5. Evidence of continuing research or creativity in the discipline.
6. New Bradley Faculty who have completed the terminal degree appropriate to their discipline within three years of their request for regular graduate faculty status may be approved provisionally based on criteria (1) through (4) for three years as regular members of the graduate faculty.

Affiliate membership in the Graduate Faculty shall be granted on a three-year basis by the Dean of the Graduate School to those faculty who are recommended by their department chair or program director, dean, and who meet the following criteria:

1. Part-time or full-time faculty member.
2. Professional degree or master's degree or its equivalent, and additional evidence of continuing research or creativity in the discipline.

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<sup>1</sup>from Article III of the Constitution of the Graduate Faculty

## E. PROCEDURES FOR RESPONDING TO EMERGENCY EVENTS

When an event occurs that threatens the safety of the University community or its normal operations, the following guidelines shall be followed:

1. The President of the University shall have primary responsibility for responding to the emergency. Should the President be unable to act, responsibility shall devolve in the following order: Provost and Vice President for Academic Affairs, Vice President for Business Affairs, Vice President for Advancement, and thereafter the Associate Provosts.
2. Insofar as possible and without impeding expeditious response, the President shall, as he or she deems it useful and appropriate, consult with the Provost and Vice President for Academic Affairs, the other Vice Presidents, the Chairpersons of the Board of Trustees and the University Senate, and others whose counsel would be helpful in responding to the emergency.
3. Insofar as possible, the course of action determined by the President shall be made known to all affected with all possible haste. All available media shall be utilized as needed, including: public broadcasting; Bradley University broadcasting; residence hall and other campus building announcements and postings; telephone chain calling; and the central switchboard. Notification should be given as to the source(s) of official information.
4. Because particularly in emergency situations rumors and misinformation can be harmful, special care shall be exercised in identifying information from the President as being official. Special care should be taken to provide needed and useful information in a form that is complete, simple and unambiguous.
5. Every possible action shall be taken to protect the physical well-being of the University community and to minimize the disruption of the educational process. The administration and faculty shall take into account the disruptive consequences on student studying, examinations and students' ability to fulfill their academic requirements. Every reasonable effort should be made to facilitate make-up work and examinations, to be fair without sacrificing academic integrity. Similarly, insofar as it is possible and reasonable, the administration shall not penalize faculty, staff and other employees financially for work time lost beyond their control.
6. As soon as practicable, the President shall report to the Chairpersons of the Board of Trustees and the University Senate and their respective bodies on the actions taken, the consequences and all relevant aspects of the events. If deemed appropriate by the President, a similar report shall be made to the Student Senate.



# **CHAPTER 2**

## **Governance**

# A. BRADLEY UNIVERSITY SENATE CONSTITUTION

## ARTICLE I PREAMBLE

**Section 1.** The University Senate (hereinafter called the Senate) is the legislative body of the University in all academic matters relating to, or affecting, two or more of the Colleges or the Graduate School, or the University as a whole. Academic standards, course offerings, degrees, graduation requirements, and similar academic matters are determined by the Senate. The Senate may consider matters referred to it by College faculty members, and by administrative officers; and it may, upon its own initiative, undertake the consideration and the determination of policies or procedures relating to courses, curricula, instruction, and the academic welfare of students and faculty.

**Section 2.** All actions taken by the Senate are subject to review by the University Assembly as hereinafter provided and the approval of the President and the Board of Trustees. Upon receipt of written notice of Senate action from the Secretary of the Senate, the President must provide written notification of disapproval within sixty days of such Senate action, or within one week after the next Board of Trustees meeting, whichever is later, or the Senate action shall be considered in force.

## ARTICLE II UNIVERSITY SENATE

### Section 1. Membership.

1. The President and Vice Presidents of the University, Deans of Colleges and the Graduate School, the Associate Provost for Student Affairs, the Associate Provost for Information Technologies and Resources, and the Registrar shall be *ex officio* members of the University Senate.
2. The Student Senate shall select three of its members and the Graduate School shall select one student to serve as *ex officio* members of the University Senate.
3. Each College of the University shall elect representatives to the University Senate according to the following rule: one Senate member, plus one additional Senate member for each increment or fractional increment of eight full-time faculty beyond four.
4. The Library shall be represented by two members, one of whom shall be the Director of the Library who shall serve *ex officio*, and one elected by the professional staff of the Library.
5. All full-time faculty are qualified to vote and are eligible for membership in the University Senate. Terms of elected members shall be for two years on rotation to be determined by each College. Terms shall begin with the May meeting of the Senate. Members may be re-elected. Members may be recalled by two-thirds vote of their respective constituencies.

### Section 2. Officers of the University Senate.

1. A President, Vice President, and Secretary shall be elected annually from the membership of the Senate. Elections shall be held at the May meeting of the Senate. *Ex officio* members shall not be eligible for election.
2. The duties and powers of the officers shall be those regularly pertaining to those offices in parliamentary bodies.

3. A Parliamentarian/Archivist, who is a full-time faculty member, shall be appointed annually by the President. The person appointed shall serve ex officio as a member of the Senate.

### **Section 3. Meetings of the University Senate.**

1. The session of each Senate shall be from May through the April following. The Senate shall meet regularly on the third Thursday of each month from September through April, excluding University holidays, so long as there are matters, approved by the Executive Committee, which require action of the University Senate. The May and December meetings shall be held on Study Day. The Agenda of the May meeting shall include the election of Senate officers and members of the Executive Committee and approval of membership recommended for the Committee on Elections. Notice of such meetings, stating the Agenda, must be given to each member of the Senate by the Secretary at least one week (except in emergencies) before the time of the meeting.
2. Special meetings may be called at the President's discretion, or when he or she is required to do so by a petition signed by at least twelve (12) members of the Senate. Notice of such meeting, stating the Agenda, must be given to each member of the Senate by the Secretary at least 48 hours (except in emergencies) before the time of the meeting.
3. Except as otherwise provided in the Constitution, the proceedings of the Senate shall be governed by Robert's RULES OF ORDER, Newly Revised.
4. A majority of the membership of the Senate shall constitute a quorum. In the absence of a quorum, no business shall be transacted and only a motion to recess to a time certain or to adjourn to a day certain shall be in order.
5. The final vote on any question shall be postponed to the next meeting if two members so request, unless the Senate by a two-thirds vote of those present at a meeting indicate that it considers the question too urgent to permit such postponement.

## **ARTICLE III UNIVERSITY ASSEMBLY**

**Section 1.** The University Assembly shall have the appellate power to review, approve, rescind, or recommit with instruction all actions passed by the Senate, whenever an appeal is made to the University Assembly as hereinafter provided.

### **Section 2. Membership.**

1. All full-time officers of instruction who hold the rank of instructor and above shall be members of the University Assembly.
2. All persons holding positions listed in the catalog of the University as officers of administration under the general heading "University Administration" shall be ex officio members of the University Assembly.
3. The Student Senate shall select three of its members and the Graduate School shall select one student to be ex officio members of the University Assembly.

### **Section 3. Officers of the University Assembly.**

1. The Chairperson of the University Senate Committee on Elections shall preside at the first meeting of the University Assembly called during each Senate session for the purpose of electing a Chairperson and a Vice Chairperson of the University Assembly.
2. The Chairperson of the University Assembly shall preside at meetings of the University Assembly.
3. The Vice Chairperson of the University Assembly shall, at the request of the Chairperson, preside at meetings of the University Assembly.

4. The Secretary and the Parliamentarian of the University Senate shall perform those duties in the University Assembly regularly pertaining to those offices in parliamentary bodies.

#### **Section 4. Meetings of the University Assembly.**

1. Meetings shall be held on call of the Chairperson of the Senate Committee on Elections on petition of not less than fifteen percent (15%) of the membership of the University Assembly, appealing an action of the University Senate, such appeal to be made within four weeks of the time when the Senate action was taken.
2. The Agenda of each meeting shall be sent by the Secretary of the Senate to each member of the Assembly one week in advance of each meeting. Action at a meeting is restricted to the items on the Agenda.
3. Meetings shall be conducted according to Robert's RULES OF ORDER, Newly Revised.
4. Twenty-five percent (25%) of the members shall constitute a quorum for any meeting.
5. Any method of voting may be used at the discretion of the presiding officer, but a vote by secret ballot shall be ordered if requested by five or more members present.
6. The University Assembly on petition of twenty (20) full-time faculty shall meet for the purpose of considering a resolution to dissolve the existing elected membership of the University Senate. If the resolution carries by a majority, excluding the ex officio members, of those present and voting, the Assembly shall set the date for holding new elections to the Senate.

### **ARTICLE IV**

#### **FACULTIES OF THE COLLEGES AND THE GRADUATE SCHOOL**

**Section 1.** The faculty of each College and the Graduate School shall be the legislative body for that College or School in academic matters relating to that College or School alone.

**Section 2.** All actions taken by the individual Colleges and the Graduate School are subject to review by the Senate.

**Section 3.** The faculty of a College or the Graduate School may also make recommendations to the Senate and to the administrative officers regarding academic policies or procedures which relate to more than one College or to the University as a whole. A copy of the minutes of the faculty meetings of each College shall be filed promptly with the Secretary of the Senate.

## **ARTICLE V COMMITTEES**

### **Section 1. Standing Committees of the University Senate.**

1. The standing committees of the University Senate shall be:
  - a. Executive Committee
  - b. Committee on Curriculum and Regulations
  - c. Committee on Elections
  - d. Committee on Honorary Degrees
  - e. Committee on Tenure, Promotion and Dismissal
  - f. Faculty Grievance Committee
  - g. Committee on University Resources
  - h. Committee on Admissions and Retention
  - i. Committee on Contractual Arrangements
  - j. Committee on Sabbatical Leave
  - k. Committee on Continuing Education and Professional Development
  - l. Committee on Affirmative Action
  - m. Student Grievance Committee
  - n. Retirement Advisory Committee
  - o. Strategic Planning Committee
2. All standing committees shall report their activities to the Senate in writing at least semi-annually.
3. Each standing committee shall review annually those sections of the FACULTY HANDBOOK relating to the committee's activities, and shall submit to the Senate any proposed changes deemed desirable or necessary.
4. Each of the three grievance committees (Tenure, Promotion and Dismissal; Student Grievance; and Faculty Grievance) and the Faculty Ombudsman shall be reimbursed by the Provost's Office for the expenses of recording hearings, supplies for such recordings, photocopies of documents, and other such expenditures as are necessary for the proper functioning of the committee.

### **Section 2. Executive Committee.**

1. The functions of the Executive Committee shall be:
  - a. To receive all proposals for action that fall within the Senate's prerogative as defined in the Preamble, and to refer to the appropriate Senate Committee for report or to place directly on the Senate Agenda.
  - b. To prepare the Agenda which is to be presented for action at each meeting of the Senate. The preparation of the Agenda shall include a review of all minutes of College faculty meetings.

- c. To recommend membership of Committees as specified herein for approval by the Senate.
2. The Executive Committee shall consist of the President of the Senate who shall serve as Chairperson, the Vice President of the Senate, the Secretary of the Senate, the Provost and Vice President for Academic Affairs, and two members elected from the elected Senate membership.

### **Section 3. The Committee on Curriculum and Regulations.**

1. The function of the Committee on Curriculum and Regulations shall be:
  - a. To review periodically, making recommendations when appropriate:
    - 1) The standards of all academic programs in the University as they are affected by or related to such matters as the goals of the University, quality of courses, facilities, grading practices, faculty loads, faculty evaluation procedures, and degree requirements.
    - 2) All academic regulations.
    - 3) Procedures for review at the University level of college or departmental programs to ensure that they are fulfilling University objectives.
    - 4) Other associated areas within the University that have a direct or indirect bearing on academic standards and programs.
  - b. To approve additions, deletions, and modifications of all programs and courses.
2. The Committee on Curriculum and Regulations shall consist of the following:
  - a. Ex officio members:
    - 1) The Provost and Vice President for Academic Affairs who shall serve as Chairperson.
    - 2) The Registrar.
    - 3) The Deans of the Colleges and of the Graduate School.
  - b. Faculty members elected from and by the full-time faculty of their respective units for three year terms:
    - 1) One member from the College of Business Administration.
    - 2) One member from the College of Communications and Fine Arts.
    - 3) One member from the College of Education and Health Sciences.
    - 4) One member from the College of Engineering and Technology.
    - 5) Three members from the College of Liberal Arts and Sciences.
  - c. Two undergraduate student members recommended by the Student Senate.
  - d. One graduate student recommended by the Graduate Student Advisory Council.
  - e. Membership on the General Education Subcommittee of the Committee on Curriculum and Regulations shall be approved by the Senate.

## **Section 4. The Committee on Elections.**

1. The functions of the Committee on Elections shall be:
  - a. To determine the eligibility of persons to vote, and the eligibility of persons to be elected to various bodies, including restrictions, if any; to note persons on leave as this affects various elections; and to orient new faculty members concerning their privileges.
  - b. To prepare recommendations concerning the above matters and any other matters germane to elections and submit them to the Senate for action.
  - c. To conduct elections for membership on the following standing committees of the University Senate:
    - 1) The Committee on Tenure, Promotion and Dismissal.
    - 2) The Faculty Grievance Committee.
    - 3) Committee on Contractual Arrangements.
    - 4) The Strategic Planning Committee.
2. The Committee on Elections shall consist of four 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.
3. In discharging its duties, the Committee on Elections shall prepare recommendations concerning the above matters and any other matters germane to elections and shall submit them to the Senate for action. (In preparing these recommendations, the Committee on Elections shall indicate whether or not an election necessitates a majority of a quorum.)

## **Section 5. The Committee on Honorary Degrees.**

1. The function of the Committee on Honorary Degrees shall be:
  - a. To encourage submission of names from faculty, administration, trustees, alumni and students for consideration as recipients of honorary degrees.
  - b. Recommend to the President any nominees it considers worthy of an honorary degree.
  - c. Evaluate the policies and procedures for granting the honorary degree and recommend to the Senate any changes deemed appropriate.
2. The Committee on Honorary Degrees shall consist of the Provost and Vice President for Academic Affairs who shall serve as Chairperson; two academic deans; and four full-time faculty members recommended by the Executive Committee and approved by the Senate for two-year staggered terms.

## **Section 6. The Faculty Ombudsman.**

1. The Faculty Ombudsman shall function in cases of non-renewal (see p. 42, C. 3. Non-Reappointment of Non-tenured Faculty), tenure, promotion and dismissal only if the faculty member requests such action in writing within 30 days of notification of non-renewal, denial of tenure or promotion, or dismissal. The Ombudsman may request written statements from the faculty member and the administration stating the reasons for the appeal and the administrative decision respectively. If the Ombudsman can not help the parties achieve a satisfactory agreement, the Ombudsman will prepare a report for the Tenure, Promotion and Dismissal Committee stating that attempts at mediation have failed and stating the issue(s) between the parties (See III-D-g). The faculty member will receive a copy of the report and will receipt the copy.

2. a. The Faculty Ombudsman must be a full-time faculty member holding tenure with at least ten years experience at Bradley. The Ombudsman shall be granted a three-hour teaching load reduction in each semester of the regular academic year and compensation for duties during the summer. Necessary budgetary expenses shall be arranged through the Office of the Provost and Vice President for Academic Affairs.
- b. Candidates shall be nominated by the President of the University and the Executive committee of the Senate. The Executive Committee shall solicit, for its consideration, names of potential nominees from the faculty. The Faculty Ombudsman shall be elected by the tenured faculty. The choice, "None of the above" shall be included on the ballot. To be elected, the candidate shall receive a majority of the votes cast. The Faculty Ombudsman shall have a two-year term. The Faculty Ombudsman may not simultaneously serve on the Faculty Grievance or Tenure, Promotion and Dismissal or Student Grievance Committees. This prohibition of joint service extends one year after the term as Faculty Ombudsman expires.
3. The Faculty Ombudsman may be consulted by faculty members on other grievance procedures. The Faculty Ombudsman will mediate only in the areas identified in paragraph 1. above.

## **Section 7. The Committee on Tenure, Promotion and Dismissal.**

1. The Committee on Tenure, Promotion and Dismissal shall function only after the Faculty Ombudsman has reviewed the case and a mutual settlement has not been reached between the faculty member and the administration. At this time in the case of the dismissal of a tenured faculty member, it will be incumbent upon the administration to provide this Committee and the faculty member with a statement of charges stated with reasonable particularity by the President or President's delegate. The burden of proof for these charges lies with the administration. Notice of the formal hearing by the Committee on Tenure, Promotion and Dismissal shall be given at least 20 days prior to the hearing. The Committee on Tenure, Promotion and Dismissal shall submit a written recommendation to the President and the faculty member following the hearing.
2. The Committee on Tenure, Promotion and Dismissal shall consist of five members and two alternates who are full-time faculty members holding tenure. Members shall be nominated by the full-time faculty and elected by and from the full-time faculty holding tenure. Members shall be elected for staggered terms of two years. In alternating years, three members and one alternate member shall be elected and, in the subsequent year, two members and one alternate member shall be elected. If a vacancy occurs prior to the completion of a term, the alternate member shall complete that term. A new alternate member shall be appointed by the Executive Committee of the Senate to complete the term of the previous alternate. Members may not be reelected within one year after the expiration of their terms. Furthermore, they may not serve as the Faculty Ombudsman or the Faculty Grievance Committee simultaneously or before one year after their term expires on the Tenure, Promotion and Dismissal Committee.
3. This Committee shall select its own Chairperson and shall establish its internal operating procedures and these procedures shall be made available to all full-time faculty.<sup>3</sup>

## **Section 8. The Faculty Grievance Committee.**

1. The function of the Faculty Grievance Committee shall be:
  - a. To consider grievances submitted to the Committee by faculty members on matters other than those dealing with tenure, promotion and dismissal.
  - b. To hold hearings whenever the Committee judges hearings advisable.
  - c. To forward recommendations, when necessary, to the President of the University.
2. The Faculty Grievance Committee shall consist of five members and one alternate who are full-time faculty members elected by and from the full-time faculty. Members shall be nominated and elected by and from the full-time faculty. Members shall be elected for staggered terms of two years. In alternating years, three members shall be elected and,

<sup>2</sup>See "Operating Procedures" in Chapter III of this HANDBOOK.

<sup>3</sup>See above.



in the subsequent year, two members and one alternate member shall be elected. If a vacancy occurs prior to the completion of a term, the alternate member shall complete that term. The new alternate member shall be appointed by the Executive Committee of the Senate to complete the term of the previous alternate. Members may not be re-elected within one year after the expiration of their terms. Furthermore, they may not serve as the Faculty Ombudsman or on the Committee on Tenure, Promotion and Dismissal simultaneously or before one year after their term expires on the Faculty Grievance Committee.

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3. This Committee shall select its own Chairperson and shall establish its internal operating procedures and these procedures shall be made available to all full-time faculty.<sup>4</sup>

### **Section 9. The Committee on University Resources.**

1. The function of the Committee on University Resources shall be:
  - a. To foster the compatibility of resource allocations with overall University goals by focusing its attention on University-wide and long-range decisions:
    - 1) To review and analyze policies, projections, procedures and results of University actions involving the acquisition and allocation of resources.
    - 2) To consult with and discuss its findings with the faculty and other members of the University community.
    - 3) To make periodic reports and recommendations to the University Senate 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 members. Five 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. One shall be appointed from the staff of and by the Vice President for Business Affairs. One shall be a student appointed by the Student Senate.
  - a. 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.

### **Section 10. The Committee on Admissions and Retention.**

1. The functions of the Committee on Admissions and Retention shall be:
  - a. In consultation with the Office of Admissions, to recommend to the Senate admissions goals and policies to achieve them.
  - b. In consultation with the Office of Educational Development, to recommend to the Senate retention goals and policies to achieve them.
  - c. To review the effectiveness of admission and retention goals and policies and to report these findings and recommendations to the appropriate University offices and to the Senate.
  - d. To review University policies and decisions which affect the total University climate with respect to enrollment and retention of students. The Committee shall act in an advisory capacity to appropriate University offices in making recommendations for their consideration.
2. The Committee on Admissions and Retention shall consist of
  - a. Two representatives from the Enrollment Management Office and two representatives from the Office of Educational Development, all to be recommended by the Associate Provost for Student Affairs.
  - b. One full-time faculty member from each of the undergraduate Colleges, nominated by the Dean of the College for recommendation by the Executive Committee.

<sup>4</sup>See "Operating Procedures" in Chapter III of this HANDBOOK.

- c. One student selected by the Student Senate.
  - d. One person recommended by the Associate Provost for Student Affairs.
  - e. The Director of Orientation, Testing and Advisement, who shall serve *ex officio*.
3. The Chairperson of the Committee shall be elected by and from the members of the Committee. Members shall serve for two-year staggered terms.

### **Section 11. The Committee on Contractual Arrangements.**

1. The functions of the Committee on Contractual Arrangements shall be:
- a. To work with and act in an advisory capacity to the Administration in establishing the best possible contractual arrangements for faculty and administrators.
  - b. To act as a vehicle for communication between the Administration and the faculty and administrators. The Committee shall receive, review and make recommendations concerning all changes proposed in contractual arrangements for faculty and administrators. It shall gather information from within and outside the University. It shall consult with and discuss its findings with faculty, administrators, and the Administration.
  - c. To be responsible for recommending to the Senate changes in those parts of the Faculty Handbook which are related to contractual arrangements. It shall receive, review and make recommendations regarding all contractual changes proposed for these sections of the Handbook. These changes in the Handbook shall be approved by the Senate, the President of the University, and if necessary, by the Board of Trustees.
2. The Committee shall be composed of five members. The University Senate shall elect four members, one from the administrators and three from the full-time faculty. The Executive Committee of the Senate shall appoint the fifth member, who shall be chosen from among those who have training and expertise in areas relevant to the Committee. This appointment is subject to Senate approval. At least one member must be a member of the University Senate, but the other four need not be Senate members. Committee members shall serve for staggered three-year terms which begin at the start of the Fall semester. The Committee shall elect a chairperson and secretary at its first meeting in the Fall semester.

### **Section 12. The Committee on Sabbatical Leave.**

1. The function of the Committee on Sabbatical Leave is to review and evaluate all applications for sabbatical leave and make recommendations to the Provost and Vice President for Academic Affairs.
2. The Committee is composed of the following faculty members elected from and by the full-time faculty for two-year staggered terms of their respective units:
- a. One member from the College of Business Administration.
  - b. One member from the College of Communications and Fine Arts.
  - c. One member from the College of Education and Health Sciences.
  - d. One member from the College of Engineering and Technology.
  - e. One member from the College of Liberal Arts and Sciences.

3. The Committee shall elect its own Chairperson and establish its internal operating procedures and those procedures shall be made available to all full-time faculty.

### **Section 13. The Committee on Continuing Education and Professional Development.**

1. The function of the Committee on Continuing Education and Professional Development shall be:
  - a. To provide guidance for all aspects of programs in the Division of Continuing Education and Professional Development.
  - b. To review when appropriate all courses offered for credit in the Division. Courses traditionally offered by departments of the colleges, and the instructors thereof, shall receive prior approval by the department chairperson and Dean of the College in which the subject is traditionally taught.
  - c. To review when appropriate all non-credit courses and programs, and the instructors thereof.
  - d. To report to the Senate all actions affecting the academic goals of the Division and policies relating to their achievement.
2. The Committee shall consist of the Executive Director of the Division of Continuing Education and Professional Development, who shall serve as Chairperson, one full-time faculty member elected from each college, and the Associate Provost and Dean of the Graduate School, ex officio. Elected members shall serve three-year staggered terms. Each college shall determine its own procedure for electing its representative.

### **Section 14. The Committee on Affirmative Action.**

1. The function of the Committee on Affirmative Action shall be:
  - a. To review, and where appropriate recommend revisions and additional policies or practices that protect individuals from discrimination because of race, sex, color, age, national origin, religion, or disability. Vietnam era veterans are also members of the protected class.
  - b. To receive periodic reports from administrative officers and University committees and groups involved in affirmative action policies and programs on the effectiveness and results of their activities.
  - c. To consult with and discuss its findings with appropriate individuals and groups.
  - d. To make reports periodically, but at least annually, along with recommendations to the University Senate and to the administrative officers involved in the implementation of affirmative action policies.
  - e. To encourage and facilitate involvement of protected class members in the activities and opportunities of Bradley University consistent with the goals of the University.
2. The Committee shall be composed of nine members. Six members shall be appointed by the Executive Committee subject to approval by the Senate, one of whom, a Senate member, shall be designated as Chairperson. One member shall be appointed by the Provost and Vice President for Academic Affairs and one member by the Vice President for Business Affairs. One member shall be a student selected by the Student Senate. Appointments are for three-year renewable terms with staggered terminations.

### **Section 15. Student Grievance Committee.**

1. The function of the Student Grievance Committee shall be:
  - a. To conduct formal hearings, upon request of a student or faculty member, concerning allegations of unfair, prejudicial or capricious evaluation or treatment of the student by a faculty member in an academic role.

- b. To conduct formal hearings, upon request of a student concerning allegations of unfair treatment or unlawful discrimination in any form in their services and program offered to Bradley students (full or part-time) by any faculty member.
  - c. To submit findings to the appropriate administrative officer (The Provost and Vice President for Academic Affairs for academic matters and the Associate Provost for Student Affairs for non-academic matters unless a conflict of interests exists, then the appropriate Vice President or the President of the University). Should the committee find evidence that the grievance was appropriate, it will forward specific suggestions for rectifying such evaluation or treatment.
2. The Student Grievance Committee shall consist of
- a. Five faculty members who shall be elected to three-year renewable terms on a staggered basis. The faculty of each College of the University shall elect one of its members to serve on the Committee.
  - b. Two students appointed annually for one-year terms by the Student Senate. One of the students shall be a member of the Student Senate Academic Affairs Committee.
3. The Committee shall elect its own Chairperson and establish its internal operating procedures in accord with the published Student Grievance Policy and the various policies on affirmative action, discrimination, etc., and these procedures shall be made available to all faculty and students.

### **Section 16. Retirement Advisory Committee.**

1. The function of the Retirement Advisory Committee shall be:
- a. To meet at least annually with the Provost and Vice President for Academic Affairs in order to receive reports on commitments under the current retirement policy.
  - b. To make recommendations and to offer suggestions to the University that would improve the existing retirement plan. Also, to receive suggestions and recommendations from the Provost and Vice President for Academic Affairs concerning possible changes in the existing retirement plan.
2. The Retirement Advisory Committee shall consist of
- a. Four full-time faculty members and one administrative staff member to be selected by the Executive Committee of the University Senate for three-year renewable terms on a staggered basis.
  - b. Where practical, one member of the Retirement Advisory Committee shall also be a member of the Committee on Contractual Arrangements.

### **Section 17. Strategic Planning Committee.**

1. The function of the Strategic Planning Committee shall be:
- a. To review and evaluate all units of the University.
  - b. To make recommendations consistent with the mission and goals of the University to the University Senate regarding these units.
  - c. To project future needs by monitoring changing trends likely to have an impact upon the University in fulfilling its mission.

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<sup>5</sup>See "Operating Procedures" in Chapter II of this HANDBOOK.

2. The Strategic Planning Committee shall consist of the following:

a. Ex officio members:

- 1) The Provost and Vice President for Academic Affairs who shall serve as Chairperson.
- 2) The President of the University Senate.

b. Elected members of the full-time tenured faculty:

The Committee on Elections shall conduct elections by and from each College. Members shall be nominated by the full-time faculty of the respective College and elected by and from the full-time tenured faculty of that College for three-year staggered terms. If a vacancy occurs prior to the completion of a term, the Dean of that College, in consultation with the College Executive Committee, shall appoint a replacement from the full-time tenured faculty of that College subject to ratification by the Executive Committee of the Senate. The appointee shall complete the unexpired term.

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- 3) A representative from Student Affairs appointed by the President in consultation with the Provost and Vice President for Academic Affairs and the Associate Provost for Student Affairs.
  - 4) A representative from Business Affairs appointed by the President in consultation with the Vice President for Business Affairs.
  - 5) A dean of one of the colleges who is elected by and from the academic deans.
  - 6) The Chairperson of the Senate Committee on University Resources.
  - 7) The Vice President for Advancement.
- b. Elected members of the full-time tenured faculty:

The Committee on Elections shall conduct elections by and from each College for three-year staggered terms.

- 1) One member from the College of Business Administration.
  - 2) One member from the College of Communications and Fine Arts.
  - 3) One member from the College of Education and Health Sciences.
  - 4) One member from the College of Engineering and Technology.
  - 5) Two members from the College of Liberal Arts and Sciences.
- c. Student members:

The Student Senate Executive Board, with the approval of the Student Senate, shall appoint two students to one-year terms. A graduate student should be appointed, either as one of the two students, or in addition to the two undergraduate students.

- d. Appointed members of the full-time tenured faculty:

The President, in consultation with the Provost and Vice President for Academic Affairs, shall appoint three faculty to three-year terms.

The operative procedures for the Committee and any subsequent changes thereof are subject to Senate affirmation and shall be included in the FACULTY HANDBOOK.<sup>5</sup>

Each College shall establish a strategic planning committee. The College committee shall be chaired by the Dean of that College. The elected faculty representative(s) to the Strategic Planning Committee shall serve as ex officio members of the College committee. Each College may define additional membership and the role that the College committee shall play in reviewing unit reports required by the Strategic Planning Committee.

## ARTICLE VI ELECTIONS

**Section 1.** Elections for membership in the Senate shall be held prior to the first meeting of the Senate in May.

**Section 2.** Elections for officers of the Senate and members of the Executive Committee shall be held at the May meeting.

<sup>5</sup>See "Operating Procedures" in Chapter II of this HANDBOOK.

September meeting. The Agenda for the September meeting shall include approval of all committee memberships recommended by the Executive Committee, except for that of the Committee on Elections, which shall be on the Agenda of the previous May meeting.

**Section 4.** The following procedures shall be followed in the elections conducted by the Committee on Elections under Article V, Section 4, paragraph c of this Constitution:

1. The committee shall place on the ballot the name of any qualified faculty member who presents a nominated position with the signature of at least one eligible nominator.
2. Both nominating petitions and election ballots shall be distributed to all eligible faculty one week prior to their respective due dates.
3. The Committee on Elections will arrange the method of distribution and collection of nominating petitions and ballots. The committee may have the Dean's Offices, or comparable administrative offices, assist in the distribution and collection process.
4. Qualified write-in candidates may be elected.
5. If no faculty members petition for candidacy, the Executive Committee shall nominate persons to fill those positions on the ballot that would otherwise have no candidates for election.

## ARTICLE VII AMENDMENTS

**Section 1.** Any member of the Senate may propose amendments to this Constitution at any regular meeting, or at any special meeting for which the call states that such amendments will be considered. An amendment may be discussed at the meeting at which it is proposed, but shall not be voted on until the following meeting. A vote of two-thirds of those present and voting shall be required for adoption.

**Section 2.** An amendment may be adopted at the same meeting at which it is presented only if the proposed text is in the hands of the membership 48 hours before the time of the meeting, and if the amendment is approved by a vote of two-thirds of the total membership of the Senate.



## **B. PROCEDURES GOVERNING THE SELECTION AND RECALL OF DEPARTMENT CHAIRPERSONS**

### **1. General Guidelines**

- a. The election of Department chairpersons is the responsibility of the faculty of the Department.
- b. The role of the Dean in the process is that of facilitator. In most cases, the voice of the faculty shall be heard before that of the Dean. However, the appointment of the person selected by the Department's faculty members requires the approval of the Dean. (See Part 7, Ratification by the Dean.)
- c. The privacy of all electors shall be respected at all times.

### **2. Term of Office.**

The term of office of a Department chairperson is three years. A new term of office begins with the fall semester following the election. Exceptions are discussed in Parts 10 through 13.

### **3. Electors and Extending the Franchise.**

All full-time tenured and tenure track faculty members of the Department except full-time administrators with confirmatory or veto power in the election process are electors. This includes faculty members on sabbatical or on leave. Prior to the nomination process, if at least two-thirds of the original electors so vote, then other full-time faculty members of the Department become electors.

### **4. Overview of the Nomination and Election Process.**

All full-time tenured or tenure track faculty members of the Department, including those under contract to join the Department the following year, may be nominated. If there are no nominees, or if no candidate receives a majority of the votes cast (Section 6f), or if the person elected by the faculty is not ratified by the Dean (Section 7), then one of the following procedures will occur:

- a. Contingent on approval by the Dean and Provost, and if the Department by majority vote concurs, the Department will search for a chair among individuals outside Bradley (Section 14).
- b. If an external search is not an option at this point, then a special election shall be held (Section 8). The special election in this case may include nominations of Bradley tenured or tenure-track faculty members outside the Department.
- c. If the special election also fails to produce a chair, then the options described in Section 9 (intervention by the Provost) will occur. In this case the electors, or the committee formed under the alternative process, may consider for chair Bradley faculty members outside the Department; or the committee may recommend initiating a search for a chair outside the University.
- d. Should the special election procedures described in Sections 4a-c fail to produce a Chair, the Provost and Vice President for Academic Affairs shall appoint a selection committee composed of from one to three members of the Department involved and two other full-time teaching faculty. This committee shall select an acting Chair, whose length of service shall not exceed one academic year.

### **5. The Nomination Process.**

- a. Prior to the initiation of the nominating process, the Dean shall appoint a Recording Secretary who shall be approved by a simple majority vote of the Department's electors.

- b. No sooner than October 15, nor later than the first day of the spring semester, the Recording Secretary shall distribute nomination forms to all electors. Nomination forms shall be sent in advance by mail to electors on sabbatical or leave, in order to be received by the first class day of the spring semester.
- c. Eligible voters shall be given two weeks to return their completed nomination forms to the Recording Secretary. The due date shall appear conspicuously on the nomination forms.
- d. Should the Recording Secretary be nominated for Department chairperson and consent to run, a new Recording Secretary shall be appointed by the Dean and approved by a simple majority vote of the Department's electors.
- e. In the week following the due date, and after checking with the nominees, the Recording Secretary shall provide the Dean with a complete list of all consenting nominees.

## 6. The Election Process.

- a. The Recording Secretary shall distribute ballots to all electors. No marks identifying the electors may be present on the ballots or on any vehicle containing the ballots. Ballots shall be sent by mail to electors on sabbatical or leave.
- b. Electors shall be given two weeks to return their ballots. The due date shall appear conspicuously on the ballot.
- c. Electors should deliver their ballots to the Recording Secretary by the due date.
- d. No late ballots shall be accepted or counted under any circumstances.
- e. The Recording Secretary, in the presence of the Dean, shall open and count the ballots the day after the due date. In the event that ballots from all electors are received prior to the due date, they may be counted prior to the due date. The Dean will announce the winner of the election to the faculty members immediately after the ballots are counted. The numerical vote will not be disclosed unless a majority of the electors of the department request it from the Dean.
- f. To be elected, a candidate must receive a majority of the votes cast. If, after the first ballot, no candidate receives a majority of the votes cast, a run-off shall be held between the two nominees who received the most votes. If neither candidate receives a majority of the votes cast in the run-off, the Alternate Process described in Part 9 shall be followed.

## 7. Ratification by the Dean.

The winner of the election is subject to ratification by the Dean of the College. If the Dean of the College does not ratify the winner, for reasons pertaining to the winner's inability to competently perform the roles of the chairperson, the Dean must inform the Department of that decision and explain the rationale for that decision in a meeting of the Department's faculty members. The Dean must then call for a special election, to be held as soon as possible. See Part 8a.

## 8. Special Elections.

- a. Special elections for Department chairpersons are of five types:
  - 1) those held because the Dean chooses not to ratify the nominee who receives the majority of the votes cast by the Department's eligible voters;
  - 2) those held because of a vacancy occurring prior to the completion of a term, due to a resignation;
  - 3) those held because of a sabbatical or a temporary leave longer than one semester;
  - 4) those held because a chairperson is recalled; and
  - 5) those held because of an emergency that is anticipated to prevent the chairperson from serving for longer than one semester.

b. Procedures which are to be followed in each of these five situations are outlined below.

- 1) **No Ratification.** All those eligible to vote in the first election remain eligible to vote in the special election, which shall be held as described in Parts 5 and 6, except that it shall be held immediately. If the special election fails to produce a winner who is ratified by the Dean, the Provost and Vice President for Academic Affairs shall intervene. The intervention may take the form of: discussion, the alternate process, or a special election.
- 2) **Vacancy Due to a Resignation.** A special election shall be held as described in Parts 4, 5, and 6, except that it shall be held immediately. However, if an election cannot be completed prior to spring commencement, then the Dean, in consultation with the faculty members of the Department, may appoint an acting chairperson to serve until a new chairperson can be duly elected. The acting chairperson should be a full-time tenured or tenure track faculty member in the Department. Additional information pertaining to this situation is provided in Part 10.
- 3) **Sabbatical or Temporary Leave (longer than 1 semester).** A special election shall be held as described in Parts 4, 5, and 6, except that it shall be conducted in the semester before the chairperson's sabbatical or leave begins. Additional information pertaining to this situation is provided in Part 11.
- 4) **Recall Vote.** All those eligible to participate in the recall vote are eligible to participate in the special election, which shall be held as described in Parts 4, 5, and 6, except that it shall be held immediately. Additional information pertaining to this situation is provided in Part 12.
- 5) **Emergency (longer than 1 semester).** A special election shall be held as described in Parts 4, 5, and 6, except that it shall be held immediately. Additional information pertaining to this situation is provided in Part 13.

## 9. Alternate Process.

- a. The Provost and Vice President for Academic Affairs shall appoint a selection committee, composed of from one to three members of the Department involved and other full-time teaching faculty who, in the judgment of the Provost and Vice President for Academic Affairs, are best qualified to evaluate candidates. The total membership of the committee shall not exceed five.
- b. The selection committee shall consider as possible candidates all full-time tenured and tenure track faculty members of the Department, including those under contract to join the Department the following year. The committee shall select a candidate and shall recommend its choice to the Dean of the College.
- c. The candidate chosen by the committee is subject to ratification by the Dean of the College, as described in Part 7.

## 10. Resignation.

The Department chairperson may resign at any time without prejudice. Upon receiving official notification of the intended resignation, the Dean must call for a special election, as described in Part 8b. When a chairperson resigns during the academic year, the new chairperson's term of office is the remainder of that academic year, plus two full academic years.

## 11. Sabbatical, Temporary Leave, and Acting Chairperson.

- a. If the elected chairperson takes a sabbatical or a temporary leave of more than one semester, and intends to return during the term of office, the eligible voters in the Department shall choose an acting chairperson by special election, as specified in Part 8c. The acting chairperson shall serve for no more than one year.
- b. The acting chairperson shall have all of the prerogatives and responsibilities of the office.

- c. For absences of one semester or less, the regular chairperson may, in consultation with the faculty of the Department and the Dean, appoint a Department faculty member to serve as acting chairperson. The acting chairperson should be a full-time tenured or tenure track faculty member in the Department.
- d. For absences of more than one semester but not more than one calendar year, a special election will be held, but the chairperson need not resign.
- e. For absences of more than one year, the chairperson must resign the office and a special election must be held. See Part 8c.

## 12. Recall.

- a. **Recall Evaluation.** The position of Department chairperson may be reviewed annually with a view to recall, on initiation by the Dean, or by the votes of at least one-third of the eligible full-time faculty of the Department who cast votes. However, in Departments with four or fewer members, the votes of two electors are required to initiate a recall evaluation. Eligibility for this vote shall be determined in accordance with Part 3.
- b. **Recall Vote.** If a request for a recall is made, the incumbent Department chairperson shall be removed, provided that: (1) at least two-thirds of those voting, vote in favor of recall, and (2) the Dean concurs. If there is disagreement between the Dean and the vote of the Department, the matter shall be referred to the Provost and Vice President for Academic Affairs for arbitration. Eligibility for this vote shall be determined in accordance with Part 3.
- c. **Special Election.** If the chairperson is removed from office as a result of the recall process, the Dean immediately shall call for a special election as described in Part 8d. The new chairperson's term of office is the remainder of that academic year, plus two full academic years.

## 13. Emergency Procedures.

A Department chairperson may be elected to complete an unfinished term of office or to fill an interrupted term, in the event that an emergency prevents completion of the term, and it is anticipated that the chairperson will be unable to serve for a period longer than one semester. The new chairperson's term of office is the remainder of the academic year in which the emergency occurred, plus two full academic years. Selection shall be by special election as described in Part 8c. In an emergency where it is anticipated that the chairperson will be unable to serve for a period shorter than one semester, a temporary chairperson may be named by the Dean to serve until the elected chairperson is able to resume the duties of the office.

## 14. External Search Procedures.

- a. An external search shall be conducted with the understanding that the person hired will assume the position of Department chairperson.
- b. The search shall follow the University's external search procedures and not the election procedures described in this document.
- c. The committee for the external search shall be comprised of all eligible voters in the Department's faculty. Eligible voters shall be defined in accordance with Part 3 of this document. Up to two committee members from outside the Department may be appointed by the Provost.
- d. Once the person hired assumes the position of Department chairperson, the procedures outlined in this document apply to his/her term as Department chairperson.

# **C. POLICY AND PROCEDURES FOR THE SELECTION OF ACADEMIC ADMINISTRATIVE OFFICERS**

The academic administrative officers referred to in this policy are the President of the University, the Provost and Vice President for Academic Affairs, the Deans of Colleges, and the Director of the Library.

The faculty role in the selection of academic administrative officers shall consist in search and recommendations; the administrative role shall consist in appointment from those applicants so recommended.

In this policy statement, "faculty" shall refer to all tenured or probationary full-time faculty whose primary function is teaching, including chairpersons of departments, and librarians with faculty rank, but excluding Associate Provosts, Associate Deans and Assistant Deans.

## **1. General Principles.**

- a. The appointment of an academic administrative officer shall be made from those persons recommended by the search committee. Should the President or Provost and Vice President for Academic Affairs choose to appoint none of those recommended by the search committee, the President or Provost and Vice President for Academic Affairs may appoint a temporary or acting officer to fill a vacancy, and shall order another search by the same or a newly constituted search committee. No permanent appointment shall be made which did not originate from a recommendation by a duly constituted search committee.
- b. No member of the committee may be an officer to whom the committee will recommend.
- c. The President or Provost and Vice President for Academic Affairs may appoint voting members to a search committee from among full-time employees of the University, within the limits stated elsewhere in this policy statement.
- d. Consulting members without vote may be invited to participate by mutual agreement of the President or Provost and Vice President for Academic Affairs and the search committee.
- e. The voting members of a search committee shall elect the chairperson from the voting membership of the committee.

## **2. Specific Policies.**

### **a. Selection of the President of the University.**

The search shall be initiated by the Chairman of the Board of Trustees of the University. Faculty shall constitute no less than one-fourth of the voting membership of the search committee. Faculty members of the search committee shall be nominated by the Executive Committee of the University Senate and elected by the elected members of the University Senate. The remainder of the search committee will be selected by the Executive Committee of the Board of Trustees.

### **b. Selection of the Provost and Vice President for Academic Affairs.**

The search shall be initiated by the President of the University. The faculty component of the search committee shall number at least one more than half the voting membership of the search committee, and shall be selected according to a procedure devised by the Executive Committee of the University Senate and approved by the University Senate. In addition to faculty members of the search committee, two Deans of Colleges, chosen by the Deans of Colleges, shall be voting members. The President of the University Student Senate shall be a voting member.

**c. Selection of a Dean of a College.**

The search for a Dean of a College shall be initiated by the Provost and Vice President for Academic Affairs. The faculty component of the search committee shall number at least two-thirds of the voting membership of the search committee, and shall be selected according to a procedure approved by the faculty of the College concerned and the Provost and Vice President for Academic Affairs. A member of the University Student Senate majoring in the college concerned shall be appointed by the University Student Senate as voting member.

**d. Selection of the Director of the Library.**

The search for a Director of the Library shall be initiated by the Provost and Vice President for Academic Affairs. The Library faculty component of the search committee shall be constituted according to a procedure approved by the faculty of the library and the Provost and Vice President for Academic Affairs. In addition to the Library faculty committee members, each College shall appoint a voting faculty member to the committee. A member of the University Student Senate shall be appointed by the University Student Senate as a voting member. Appointed members other than those mentioned herein shall total less than the Library faculty voting members.

# D. PROCEDURES FOR DEALING WITH FINANCIAL EXIGENCY

The elements of a plan to deal with financial exigency are:

1. Determination of impending or actual state of financial exigency.
2. Guidelines for identifying appropriate adjustments and retrenchments.
3. Process of formulation and implementation of plan for adjustments and retrenchments.
4. Appeals process for affected academic and administrative units.
5. Appeals process for affected individuals.

## 1. Determination of Impending or Actual State of Financial Exigency.

A state of financial exigency exists when funds required for continued operation of the University without impairment of its academic standing are unavailable, or are foreseen to be unavailable, and the insufficiency of funds is of a serious and persistent nature.

If the Committee on University Resources, either upon the recommendation of the University administration through the Provost and Vice President for Academic Affairs, or on its own initiative believes a state of financial exigency to exist or is impending, it shall so notify the University Senate at the next regular meeting of the Senate or within two weeks of its finding, whichever is sooner.

The University Senate, if it accepts the report, shall by formal resolution notify the President and the Provost and Vice President for Academic Affairs of this finding and request the implementation of a plan and procedure for dealing with a state of financial exigency.

## 2. Guidelines.

The following guidelines shall be applied in preparing and implementing a plan for responding to a state of financial exigency. These guidelines, prepared by the Committee on Tenure, Promotion and Dismissal and approved by the University Senate, shall be reviewed periodically by this Committee with recommendations to the Senate for change as deemed advisable.

- a. The overriding consideration in preparing and recommending a plan for responding to a state of financial exigency shall be the preservation of Bradley University as a viable institution of higher learning without impairment of the academic standing of the University.
- b. Proposed retrenchments related to financial exigency shall not be undertaken until a revenue expansion plan has been adopted and a timetable established for its implementation.
- c. The plan for adjustment and/or retrenchment may include the following (which list is not limiting and does not imply any order of priority):
  - 1) Reduction in supplies budget.
  - 2) Postponement of capital budgets.
  - 3) Reduction in scope of academic or non-academic programs.
  - 4) Elimination of academic or non-academic programs.

- 5) Termination of employment of administrative staff, faculty or support staff.
  - 6) Expansion of programs or introduction of new program with the appropriate funding.
  - 7) Reorganization of academic and non-academic units and procedures to improve efficiency of operation.
- d. The application of these or other measures need not be and probably should not be uniform. In each and every case, however, the measure should be justified as necessary for and contributing to the preservation of Bradley University as noted in "a" above.
- e. If the plan recommends termination of personnel, the procedures as described on pages 40 to 54 of this HANDBOOK shall be binding.

### **3. Process of Formulation and Implementation of Plan.**

The preparation of the plan shall be the responsibility of the Provost and Vice President for Academic Affairs, but shall be formulated in consultation with the Vice President for Business Affairs, the Vice President for Advancement, the Deans of the Colleges and the Graduate School, and such other administrative officers deemed appropriate; the Provost and Vice President for Academic Affairs shall also consult with the Committee on University Resources.

The Committee on University Resources shall review the plan upon its completion and shall report its findings and recommendations for acceptance or rejection to the University Senate at a special meeting or at the next regular meeting of the Senate, but no later than two weeks after receiving the report from the Provost and Vice President for Academic Affairs. The Committee on University Resources report and recommendations shall be based on whether, in its judgment, the plan conforms to the guidelines stated in Section 2 above.

The University Senate shall act on the Committee's report and recommendations within one month of the time at which they are delivered and forward its recommendations to the President and to the Provost and Vice President for Academic Affairs. If the Senate fails to make a formal recommendation to the President and the Provost and Vice President for Academic Affairs on any part of the plan within the month, the decision whether to proceed with those parts shall be made by the President.

### **4. Appeals by Affected Academic or Administrative Units.**

Units affected by the plan may request reconsideration by an Appeals Committee comprised of the President, who shall serve as Chairperson, the Provost and Vice President for Academic Affairs, the Vice President for Business Affairs, the Vice President for Advancement, and two persons selected by the Executive Committee of the Senate and approved by the Senate. The following procedures shall apply:

- a. Appeals must be presented to the President in writing.
- b. Appeals must be based on the appropriateness of the application of the guidelines.
- c. The internal procedures for hearings shall be determined by the Appeals Committee itself.
- d. The decision of the Committee shall be provided in writing.

### **5. Appeals by Affected Individuals.**

Individuals who believe their contractual rights have been violated by the plan may appeal through the appropriate committees on faculty affairs as provided in this HANDBOOK.



## E. STRATEGIC PLANNING COMMITTEE

The operating procedures for the Strategic Planning Committee shall include:

- a. Reviewing and evaluating each unit of the University periodically; specific units may be reviewed more frequently at the request of the President of the University;
- b. Establishing written standards and criteria for review and evaluation, and communicating that information to the University Senate prior to implementation;
- c. Receiving from all units, when requested by the Committee, reports which shall serve as a basis for the cyclic evaluations;
- d. Presenting reports at University Senate meetings periodically, but not less than once each semester, regarding its deliberations, excluding information of highly sensitive nature;
- e. Providing annual written reports to the University Senate of its findings and recommendation;
- f. Inviting the chief administrative official(s) (e.g., dean and directors or chairpersons) or their designee(s) to be present and to act as resource persons during evidentiary deliberations regarding that unit;
- g. Inviting other personnel to serve as resources at the direction of the Committee; and
- h. Providing timely written notice and discourse before any recommendation (e.g., citation, discontinuance, commendation, merger, potential new program development) is forwarded to the University Senate about a unit; that recommendation shall be accompanied by written reactions from the unit being evaluated.

# F. PROCEDURES FOR EVALUATION OF DEANS

## 1. Description and Objectives.

- a. The word "Dean" as used in this document means Dean of an Undergraduate College. Procedures described here do not apply to the President, Provost, the Dean of the Graduate School, or other administrators.
- b. The evaluation of a Dean provides the Dean with information that the Dean can use to become a better Dean. The evaluation keeps the channels of communication open between the Dean, the Provost, and the faculty of the College.
- c. The ultimate responsibility for evaluation of Deans rests with the Provost and the President. Such evaluation is continuous and ongoing.
- d. Two types of evaluations of Deans are conducted – one every year by the Provost and the other every third year by a faculty committee. The evaluation by the faculty committee is designed to provide additional information to the Provost and the Dean.

## 2. The Survey Questionnaire.

- a. The evaluation process includes a questionnaire submitted to all full-time faculty of the College with one year of service or more and a rank of instructor or higher. The questionnaire is designed to collect information about how the Dean is perceived by the faculty of the College.
- b. There is room on the questionnaire for written comments.
- c. The respondents' anonymity is protected at all times.
- d. The questionnaire is distributed the first week in October and is due back by the middle of October.
- e. The same questionnaire is used in the annual evaluations and in the third year evaluation.
- f. The questionnaire and revisions to it must be approved by the University Senate.

## 3. Procedures for the Annual Evaluation Conducted by the Provost.

- a. The cover letter that accompanies the questionnaire shall state that the completed questionnaires are to be submitted directly to the Provost, who will read them, tabulate them, and then forward them and the tabulations to the Dean.
- b. The Provost may invite the faculty of the College to submit comments on the Dean in the form of signed letters or signed memos. This invitation may accompany the survey questionnaire but it should state clearly that the signed comments are to be submitted under separate cover.
- c. Each signed submission to the Provost is strictly confidential. The Provost may call the people who made signed submissions to discuss their comments or ask permission to share their comments with the Dean.
- d. In evaluating the Dean, the Provost may use information from additional sources such as other Deans, outside advisory groups, and student groups.

See Appendix C for sample correspondence and approved forms.

#### **4. Procedures for the Third Year Evaluation Conducted by the Faculty Committee.**

- a. The Dean shall be evaluated by a faculty committee in the Dean's third year in office, and again in each subsequent third anniversary year.
- b. All deliberations of the faculty committee are confidential. The charge of the committee is to collect and analyze information about how the Dean is perceived by the faculty of the College and to convey this information to the Provost and ultimately to the Dean.
- c. The Faculty committee has five members. Four are elected at large by the full-time faculty of the College with one year of service or more and a rank of instructor or higher. The Provost appoints the fifth member of the committee. The appointed member must be a full-time faculty member but need not be from the College. Formation of the faculty committee should be completed by the end of September. The faculty committee elects its chairperson from among its members.
- d. The cover letter that accompanies the questionnaire shall state that the completed questionnaires are to be submitted directly to the committee and that the committee will read the responses, tabulate them, and forward them and the tabulations to the Provost as part of its final report. The cover letter shall also state that the Provost will forward the report, including the completed questionnaires and the tabulations, to the Dean.
- e. A notice announcing the existence of the committee, its purpose, and its membership shall be posted in a conspicuous place in the College. The notice shall invite faculty members to submit signed comments to the committee or to meet with the committee.
- f. Each signed submission to the committee is strictly confidential. The chair of the committee may call the people who made signed submissions to discuss their comments or ask permission to share their comments with the Provost. If such permission is granted, the Provost may call at a later date to discuss their comments or ask permission to share their comments with the Dean.
- g. The chairperson of the faculty committee shall present to the Provost a written confidential report summarizing the committee's findings. The report shall substantiate its conclusions in a way that is consistent with Part f above.
- h. The Provost may request more detailed substantiation of specific conclusions. The committee shall comply to the extent consistent with Part f above.
- i. After reviewing the committee report and discussing it with the committee, the Provost shall forward the report, including the completed questionnaires and the tabulations, to the Dean.
- j. The Provost shall discuss the committee's report with the Dean.
- k. In evaluating the Dean, the Provost shall use the committee's report and may use information from additional sources such as other Deans, outside advisory groups, and student groups.

# **CHAPTER 3**

## **Faculty Status**

## A. APPOINTMENT STATUS

By March 1st of each year, faculty members who are to be retained for the following year will be notified in writing the salary they will receive, plus any special conditions that pertain to their status. Faculty members are expected to respond by April 1st, indicating their acceptance of the terms and conditions stated in the letter referred to above, including their agreement to remain with the University during the period stipulated in the letter (contract).

In unusual instances, and with the approval of the department chairperson, the dean, and the Provost and Vice President for Academic Affairs, written requests for short-term extensions beyond the April 1st date may be granted.

Faculty members also will be notified by March 1st of each year of any approved changes in their professional rank or tenure status, and the effective date of such changes.

## B. FACULTY APPOINTMENT, EVALUATION, TENURE, PROMOTION AND DISMISSAL

1. **Appointment Status.** Appointments to the faculty of Bradley University are made on one of the following bases:

a. **Full-time position eligible for tenure.** Procedures and criteria for appointment, evaluation, tenure, promotion and dismissal are found in the other sections of this chapter of the *Handbook*.

1. Lecturer
2. Instructor
3. Professorial Ranks
  - a. Assistant Professor
  - b. Associate Professor
  - c. Professor
  - d. Distinguished Professor

Appointment to full-time positions eligible for tenure are subject to the criteria described beginning on p. 34 (Policies and Procedures for Appointment, Promotion, Tenure and Dismissal).

b. **Full-time and part-time positions not eligible for tenure,** consisting of the following ranks:

Temporary Instructor  
Temporary Assistant Professor  
Temporary Associate Professor  
Temporary Professor  
Temporary Distinguished Professor

The criteria for determination of rank in temporary appointments are the same as those stipulated for full-time tenure-eligible positions. While there are a variety of circumstances in which a temporary appointment may be appropriate for a department, it is expected that they will entail only a brief association with the University (see section d, 3 on page 33). Temporary appointees are not eligible for tenure while serving in a temporary appointment status.

c. **Special Appointments, not eligible for tenure,** consisting of the following ranks:

- 1) *Adjunct Faculty:* individuals with outstanding professional qualifications engaged as consultants by the University. Adjunct faculty are appointed at a rank appropriate to the individual's qualifications.
- 2) *Visiting Professor:* an individual who holds equivalent rank at some other institution or who is employed by another organization and meets the academic requirements for such rank at Bradley University. The individual would be engaged in teaching or a combination of teaching-research on either a full-time or part-time basis. The appointment would be only a brief association with the University (see d, 3 on page 33) for a summer, semester, part of a semester, or a year; and when warranted, reappointment could be considered. The visiting professor or instructor would not be eligible for tenure.
- 3) *Affiliate Instructor:* an individual who meets the qualifications for instructor and who would regularly or occasionally teach part-time. Appointees are not eligible for tenure.
- 4) *Research Professor, Research Associate Professor, or Research Assistant Professor:* an individual who meets the requirement for such rank, but whose responsibility to the University would be principally research activities. Normally, research appointments are not eligible for tenure, but upon recommendation by the appropriate administrative officers, tenure may be granted.

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(See also Appendix A: tenure and promotion conceptualization statement on page 128.)

- 5) *Emeritus Status*: an individual who, after long service to the University, has retired. This appointment is made by the President of the University upon recommendation of the department chairperson, the dean of the college, and the Provost and Vice President for Academic Affairs. (See page 57, "Emeritus Policy.")
- 6) All special appointments require approval by the Provost and Vice President for Academic Affairs.

**d. Annual Contracts.**

- 1) The annual contract for all full-time teaching faculty, including department chairpersons, shall normally be for nine months.
- 2) The terms and conditions of every appointment to the faculty will be stated or confirmed in writing, and a copy of the appointment document will be supplied to the faculty member. Any subsequent extensions or modifications of an appointment, and any special understandings, or any notices incumbent upon either party to provide, will be stated or confirmed in writing and a copy will be given to the faculty member.
- 3) With the exception of Special Appointments (see Section 1-c above) clearly limited to a brief association with the University, and reappointments of retired faculty members under special conditions, all full-time appointments are of two kinds: (i) probationary appointments, or (ii) appointments with continuous tenure.
- 4) Except for faculty members who have tenure status, all persons with a teaching or research appointment of any kind will be informed each year in writing of their appointment and of *all* matters relative to their eligibility for the acquisition of tenure.
- 5) Coverage of all fringe benefits shall be for the full academic year with contributions by the individual faculty member and the University based on the current University policy.
- 6) Faculty will receive their contract salary in 12 payments on the first of each month according to present payment practices. (See page 83, "Salary Information," in this HANDBOOK.)
- 7) The University shall provide a separate budget for the Teaching Excellence Committee and the Research Excellence Committee to support teaching, research and creative activities during the academic year and summer.
- 8) A person appointed to an administrative position as President, Vice President or Dean shall be eligible for tenure as a member of the faculty, such tenure to be dependent upon the same rules, procedures and criteria applied to the faculty.
- 9) Upon the assumption of full-time faculty duties by a tenured department member who has been serving in an administrative position, the following guidelines shall be observed:
  - a) No termination of appointment of other tenured faculty in the department shall be made.
  - b) No termination of appointment of non-tenured faculty or elimination of any vacancy in the department shall be made if the result is the elimination of a specialty vital to the curriculum offerings.
  - c) No action by the department shall be taken that infringes upon the tenure rights of that faculty member who has been serving in an administrative position.

**e. Summer and Interim Contracts (Extra-semester Contracts).**

- 1) Determination of all extra-semester employment by the University shall be made by appropriate department chairpersons with the concurrence of the appropriate Dean and the Provost and Vice President for Academic Affairs.
- 2) Separate contracts, as warranted, may also be arranged for administrative and academic advising duties of academic departments.

- 3) Contract letters for May Interim and summer teaching, administrative duties, and academic advising by faculty members will be offered by January 15, and accepted or rejected by the faculty member before February 15. Contracts for January Interim will be offered by November 15 and accepted or rejected by December 15.
- 4) The Director of Interim and Summer Sessions in consultation with the dean of each college and with the approval of the Provost and Vice President for Academic Affairs approve all course offerings for the interim and summer sessions. The specific courses offered are determined by the college and are based on the curriculum needs of students with special attention to courses which must be offered to meet clear prior promises to students (e.g., Co-op Program obligations).
- 5) Faculty members contracted to teach approved courses having an enrollment history of five or more students in the summer and/or interim sessions will receive compensation independent of enrollment, see 8a below. Should fewer than five students enroll, making it in the judgement of the chairperson and dean inappropriate to teach the class in its normal format, the faculty member shall have the option of choosing an alternative format. When the course has no enrollment, the faculty member may choose to cancel the contract or to perform alternative services, such as advising, administration or research.
- 6) Faculty members contracted to teach approved courses with no enrollment history, erratic or low enrollment history will receive compensation based on the enrollment, see 8b below. Should fewer than five students enroll, making it in the judgment of the faculty member, chairperson, and the dean inappropriate to teach the class in its normal format, the faculty member shall have the option of choosing an alternative format.
- 7) The colleges are encouraged to use the summer and interim semesters for experimental and innovative courses and teaching. Special additional opportunities to promote these objectives may be available. Experimental and innovative summer courses must proceed through the normal departmental and college course approval processes. Compensation is at the same rate as for courses that have established enrollment histories, see 8a below.
- 8) Compensation:
  - a) Compensation, per credit hour, for summer and interim courses with an established enrollment history of five or more students will be at a rate of 2 and 1/3% of annual salary regardless of enrollment.
  - b) For new courses or courses not having an enrollment history of five or more students during the summer or interim, the compensation, per credit hour, will be 50% of tuition revenue up to a maximum of 2 and 1/3% of annual salary. Should five or more students enroll in the course, as indicated by the Official Registration Report (Third Week Roster), the compensation, per credit hour, shall be 2 and 1/3% of annual salary.
- 9) Faculty shall not be contracted for summer employment for more than a total of two 3- or 4-semester hour courses per 5-week session or equivalent except in unusual circumstances; e.g., when no other full-time faculty member is available.
- 10) The University's sick leave policy does not apply to the summer or interim contractual obligation. Absences due to illness, injury or personal reasons will be processed as deductions from summer compensation.
- 11) Extra-semester salaries will be paid at the end of each session.

## **2. Policies and Procedures for Appointment, Promotion, Tenure and Dismissal.**

### **Foreword:**

These regulations are designed to enable Bradley University to protect academic freedom and tenure and the requirements of due process. The principles implicit in these regulations are for the benefit of all who are involved with or are affected by the policies and programs of the institution. A college or university is a marketplace of ideas, and extending knowledge is impossible if it requires conformity with any orthodoxy of content and method. In the words of the United States Supreme Court, "Teachers and students must always remain free to inquire, to study and to evaluate, to gain new maturity and understanding; otherwise our civilization will stagnate and die."



### **a. General Procedures for Faculty Recommendations.**

- 1) Recommendations for full-time appointment, reappointment, tenure and promotion shall originate with the department faculty, in accordance with procedures developed by the faculty of each College.
- 2) The chairperson will initiate the recommendation process at the appropriate time.
- 3) Prior to initiation of the recommendation procedures, any full-time faculty member may nominate for appointment, reappointment, or promotion.
- 4) The recommendation of the faculty shall include the results of a poll of the group indicating the numbers supporting, opposing, and abstaining. It also may include, if the faculty wishes, a written statement approved by the appropriate faculty.
- 5) The faculty recommendation will be conveyed to the chairperson who will add a recommendation to that of the faculty. At this stage of the process, the faculty member being considered may append written comments and documents to the recommendation.
- 6) The chairperson will forward the recommendation to the Dean of the College, who will add a recommendation to the recommendatory package, and forward the whole to the Provost and Vice President for Academic Affairs.
- 7) Once initiated, the promotion process may be terminated only by the faculty member's written request.
- 8) Faculty members dissatisfied with their recommendations should consult this HANDBOOK for the appropriate appeals procedures. (See page 45)

### **b. Probationary Appointments Leading Towards Tenure.**

- 1) Probationary appointments may be for one year, or for other stated periods, subject to renewal. The total period of full-time service prior to the acquisition of continuous tenure will not exceed seven years. No person shall lose or gain any tenure rights on a part-time appointment or while on leave of absence.
- 2) Transferability of credit toward satisfying the tenure probationary period normally may be allowed for full-time teaching experience at an accredited institution of higher learning up to a maximum of three years. Under extraordinary circumstances, this limitation may be waived. Determination of the amount of credit to be transferred shall be made at the time of initial appointment and shall be the joint decision of the department of which the faculty member shall be a member, the Dean of the College of which the department is a part, and the Provost and Vice President for Academic Affairs.
- 3) The faculty member will be advised, at the time of initial appointment, of the substantive standards and procedures generally employed in decisions affecting renewal and tenure. Any special standards adopted by the faculty member's department will be brought to the faculty member's attention. The faculty member will be advised of the time when decisions affecting renewal or tenure are ordinarily made (see page 36, "Faculty Evaluations,"), and will be given the opportunity to submit material which the faculty member believes will be helpful to an adequate consideration of the circumstances.
- 4) Each faculty member holding tenure shall lose the rights to tenure upon resignation. Should such a person be reappointed to a position eligible for establishment of tenure, the probationary period may be established at less than seven years upon the recommendation of the faculty member's department, with the concurrence of the Dean and the Provost and Vice President for Academic Affairs. Bradley University's criteria for the granting of tenure to lecturers and to professorial faculty differ and, therefore, lecturers are not eligible for promotion to instructor, assistant professor or any other position or rank. A lecturer may apply for a professorial position if she/he has achieved the appropriate qualifications specific to the vacancy. Should a tenured lecturer receive an appointment to a professorial position, this shall be considered a new appointment and the individual's tenure probationary period for meeting those tenure criteria shall be the same as for other new appointments.

- 5) Regardless of the stated term or other provisions of any appointment, written notice that a probationary appointment is not to be renewed will be given to the faculty member in advance of the expiration of the appointment, as follows:
  - a) Not later than March 1st of the first academic year of service if the appointment expires at the end of that year; or, if a one-year appointment terminates during an academic year, at least three months in advance of its termination.

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- b) Not later than December 15 of the second academic year of service, if the appointment expires at the end of that year; or, if an initial two-year appointment terminates during an academic year, at least six months in advance of its termination.
  - c) At least twelve months before the expiration of an appointment after two or more years of service at the University.
- 6) A faculty member in the probationary period must be notified not later than March 1 of the sixth year of service with the University if the faculty member will or will not be offered tenure at the beginning of the seventh year. If tenure is not granted the faculty member will be offered a one year terminal contract for the seventh year. The signing of the terminal contract does not diminish in any way the faculty member's right to appeal the tenure decision.
  - 7) When a faculty recommendation or a decision not to renew a probationary appointment has first been reached and forwarded to a higher administrative level, the faculty member involved will be informed of that recommendation or decision in writing by the body or individual making the initial recommendation or decision, and, if he or she requests, the faculty member will be advised of the reasons which contributed to that decision. The faculty member may request a reconsideration by the recommending or deciding body.
  - 8) If the faculty member so requests, the reasons given in explanation of the nonrenewal will be confirmed in writing.
  - 9) Insofar as the faculty member alleges that the decision against renewal by the appropriate faculty body was based on inadequate consideration, the Committee on Tenure, Promotion and Dismissal will determine whether the decision was the result of adequate consideration in terms of the relevant standards of the University. The burden of proof that adequate consideration was not given to the faculty member's qualification will rest with the faculty member. The Committee on Tenure, Promotion and Dismissal will not substitute its judgment on the merits for that of the faculty body. If the Committee on Tenure, Promotion and Dismissal believes that adequate consideration was not given to the faculty member's qualifications, it will request reconsideration by the faculty body, indicating the respects which it believes the consideration may have been inadequate. It will provide copies of its findings to the faculty member, the faculty body, and the President. (For cases of non-renewal on other than professional grounds, see page 42, "Non-Reappointment of Non-Tenured Faculty.") See pg. 45, section E. Tenure, Promotion and Dismissal Committee Operating Procedures.

### c. Faculty Evaluations

Criteria for evaluating faculty performance derive from the missions and goals of the University, the colleges, and the departments.

1) *For the Instructor and Professorial Ranks:*

At Bradley, the three areas of professorial faculty performance are teaching effectiveness, research and/or creative production, and professional service. Among the three areas, the highest priority is excellent teaching. Toward this end, faculty shall engage in the study and preparation necessary to demonstrate successful teaching. Teaching is complemented and enhanced by research and/or creative production. Accordingly, faculty shall engage in an active professional program that leads to publication and/or creative production. Finally, as members of the university community, faculty engage in service to the profession.

While each faculty member should seek to excel in the above three areas, all faculty must demonstrate at least satisfactory performance in these areas of responsibility. On a year-to-year basis, a faculty member's commitment to each of the above areas may vary considerably, depending on the individual's own interests and the University's needs.

The criteria to evaluate professorial faculty are the following:

a) *Teaching effectiveness:*

- 1) Successful teaching performance in the classroom, lab, studio, or other instructional sites.
- 2) Regular and substantial investment of time in study to enhance one's knowledge of the field(s) taught.
- 3) Conscientious preparation for instruction.
- 4) Currency and innovation in pedagogy, course development, and course revision.

- 5) Helpfulness and accessibility to students, both in and outside the classroom, such as in reviewing, counseling, or advising.
- 6) Adequacy of instructional materials and their use.
- 7) Critical self-evaluation.

b) *Research and/or Creative Production:*

- 1) Active engagement in professional development activities. These activities represent study or practice that facilitates intellectual and professional growth, and teaching excellence.
- 2) Research and/or creative production that contributes to one's profession. Outside professional peer review of these productions is essential. However, the specific form of peer review depends upon the standards of the discipline involved.
- 3) Consulting, performing, or other professional activities that advance knowledge and/or entail creative work for a faculty member.
- 4) Recognition in field of endeavor from colleagues at Bradley and from peers outside the University.

c) *Professional Service:*

- 1) Participation in the committee structure and governing process of the University.
- 2) Participation in community, regional, and national activities.
- 3) Service to one's profession.

2) *For the Rank of Lecturer:*

The primary responsibility of lecturers is to teach 12 semester hours of introductory undergraduate courses. Lecturers are not expected to have an appropriate terminal degree and are not, therefore, required to engage in research and creative production activities expected of the instructor and professorial ranks. Lecturers are, however, expected to participate in the following: conference and workshops, service to one's professional discipline, study and practices that result in pedagogical improvement, and other activities that facilitate intellectual and professional growth.

The criteria to evaluate lecturers are the following:

a) *Teaching Effectiveness:*

- (1) Successful teaching performance in the classroom, lab, studio, or other instructional sites.
- (2) Commitment to maintaining currency in his/her discipline as it relates to teaching.
- (3) Conscientious preparation for instruction.
- (4) Involvement in professional and educational activities as they relate to pedagogical skill.
- (5) Helpfulness and accessibility to students, both in and outside the classroom, such as in reviewing, counseling or advising.
- (6) Adequacy of instructional materials and their use.
- (7) Critical self-evaluation.

b) *Professional Service:*

- (1) Service to one's profession.

3) *For All Ranks:*

The faculty of each college and department shall develop a document stating guidelines for applying the University criteria in accordance with the highest standards appropriate to each discipline and the special circumstances of the college and department. Guidelines developed by the colleges and departments must be approved by the Dean and Provost.

Specific procedures exist for evaluating how well faculty members fulfill these criteria. Each year department chairpersons and deans shall provide written evaluations of each faculty member under their jurisdiction, and provide a copy of each evaluation to the faculty member. (See especially Section b. 3 on page 35.) Department chairs and deans shall avail themselves of all means at their disposal—which may include the annual faculty activity report, faculty consultation, student evaluation, and other formal student input in making such evaluations.

Each faculty member shall receive a formal statement from the chairperson on the adequacy of performance in meeting the evaluation criteria of the department, college, and university. Provided annually, this formal statement assesses the effectiveness of the faculty member's teaching and professional service, and of research and/or creative production for Instructors and Professorial faculty members. These evaluations shall be promptly discussed with each faculty member being evaluated. In this manner, each faculty member shall be informed on a yearly basis whether she or he is making satisfactory progress toward tenure and promotion. Before the evaluation is placed in the faculty member's permanent file or forwarded to higher levels, the faculty member shall be given ample opportunity to append comments or rebuttal to the evaluation report. The department chairperson shall then discuss each evaluation in detail with the Dean. In the event a substantive change is made in an evaluation at any point subsequent to the department level, the faculty member shall be provided a copy of the revised evaluation and will be given an opportunity to respond in writing.

The results of these conferences, together with other information, form the basis for recommendations for individual salary increments, annual contract renewal, tenure, and promotion. The faculty member dissatisfied with his or her annual evaluation should consult this HANDBOOK for the appropriate faculty appeals committee. (See page 45.)

#### **d. Criteria for Tenure**

Rules and procedures on probationary periods and annual contract renewal are set out above. (See page 35.) Annual faculty evaluations provide an important basis for the decision on tenure. Procedures and criteria for faculty evaluations have been described above. (See page 36.)

- 1) The criteria used to evaluate Instructors and Professorial faculty members for tenure are:
  - a) A record of successful teaching in the fields for which he or she was appointed.
  - b) A record of achievement in research and/or creative production with the promise of comparable academic performance and professional growth in the future.
  - c) A record of satisfactory participation in professional service.

Each faculty member shall attain at least satisfactory performance in teaching effectiveness, research and/or creative production, and professional service, and contribute in a meaningful way to the University, the College, and the department in which she or he is a member.

- 2) The criteria used to evaluate lecturers for tenure are:
  - a) A record of successful teaching.
  - b) Continued involvement in professional and educational activities as they relate to pedagogical skill.
  - c) A documentable commitment to maintaining currency in his/her discipline as it relates to teaching.
  - d) A record of satisfactory participation in professional service.

#### **e. Criteria for Academic Appointment and Promotion for Tenure-Track Positions**

While the tenure decision involves a long-term commitment to a faculty member, rank delineates benchmarks on a career path.

- 1) *Lecturer.* A person appointed to the rank of Lecturer shall be judged to possess the capacity:

- a) To become a successful teacher.
- b) To become involved in professional and educational activities as they relate to pedagogical skill.
- c) To maintain currency in her/his discipline as it relates to teaching.
- d) To participate in appropriate professional service.
- e) To demonstrate commitment to ongoing development in the above four areas.

A Lecturer shall have educational credentials and teaching experience appropriate to the discipline, but is not expected to possess an earned doctorate or appropriate terminal degree. Lecturers cannot be promoted. (See Appendix B for additional information)

- 2) *Instructor.* A person appointed to the rank of Instructor shall be judged to possess the capacity:

- a) To become a successful teacher.
- b) To develop and exhibit potential to conduct publishable research and/or outside professionally peer reviewed creative production.
- c) To show willingness to participate in service.
- d) To demonstrate commitment to professional development in the above three areas.

An Instructor shall have an appropriate terminal degree or evidence of progress toward a terminal degree. The decision regarding whether an initial appointment is to be at the level of Instructor or Assistant

Professor is based on a variety of factors and is best determined by the department and the dean with the concurrence of the Provost and Vice President for Academic Affairs.

- 3) *Assistant Professor.* A person appointed or promoted to the rank of Assistant Professor shall be judged to possess the capacity:
  - a) To become a successful teacher.
  - b) To develop and exhibit potential to conduct publishable research and/or outside professionally peer reviewed creative production.
  - c) To show willingness to participate in service.
  - d) To demonstrate commitment to professional development in the above three areas.

If an initial appointment at Bradley University was at the rank of Instructor, the faculty member must complete a minimum of three full years as Instructor before being eligible for consideration for Assistant Professor. An earlier consideration date may be approved in cases where the rank of Instructor was granted based on the lack of a terminal degree and the appropriate degree has since been conferred. An Assistant Professor shall have an earned doctorate or other appropriate terminal degree or evidence of progress toward a terminal degree.

- 4) *Associate Professor.* To be appointed or promoted to the rank of Associate Professor a faculty member shall have demonstrated substantial professional achievement by establishing:
  - a) A record of successful teaching.
  - b) A record of published research and/or outside professionally peer reviewed creative production.
  - c) A record of active participation in professional service.
  - d) A record of sustained commitment to professional development in the above three areas.

A faculty member must complete a minimum of five full years as Assistant Professor before being eligible for consideration for Associate Professor, except for rare and extraordinary circumstances. In the fall of the sixth year, the faculty member can be nominated for Associate Professor under the recommendation procedures specified in Ch. III-B-2-a above. An Associate Professor shall have an earned doctorate or other terminal degree appropriate to the faculty member's teaching field.

- 5) *Professor.* To be appointed or promoted to the rank of Professor a faculty member shall have manifested a deep-seated and on-going commitment to a discipline, to teaching, to research and/or creative production, and to professional service.

Specifically, this faculty member shall have:

- a) Reached a highly successful level of teaching performance.
- b) Progressed with published research and/or outside professionally peer reviewed creative production to the point of recognized accomplishments in one's field. In addition, a faculty member shall have developed a well-formulated, self-sustaining program of research and/or creative production with both immediate and long term objectives.
- c) Accepted responsibility as a member of the academic community by contributing talents, leadership, and expertise to the needs of department, college, University, community, and profession.
- d) Earned recognition from colleagues at Bradley, and from peers outside the University.
- e) Attained a level of distinction that compares favorably with professors in similar institutions.
- f) Sustained and extended a commitment to professional development in the areas of teaching effectiveness, research and/or creative production, and professional service.

The fulfillment of the above standards qualifies one for promotion to Professor, not merely the completion of a minimum period. However, a faculty member must complete a minimum of five full years as Associate Professor before being eligible for consideration for Professor. In the fall of the subsequent year, the faculty member can be nominated for Professor under the recommendation procedures specified in Ch. III-B-2-a above. A Professor shall have an earned doctorate or other terminal degree appropriate to the faculty member's teaching field.

- 6) *Distinguished Professor.* To be promoted to the rank of Distinguished Professor, a faculty member shall have all the requirements for the rank of Professor and outstanding qualifications. The faculty member must be tenured and have full-time teaching or research responsibilities. Promotion to the rank of distinguished professor is a permanent appointment.

Leaves of absences may count toward length of service toward promotion if agreed to in advance by the faculty member, chairperson, Dean and the Provost and Vice President for Academic Affairs.



# C. TERMINATION OF APPOINTMENT

## 1. Termination of Appointment by the Faculty Member.

A faculty member may terminate his or her appointment effective at the end of an academic year, provided that notice is given in writing at the earliest opportunity, but not later than April 1. Failure to respond by April 1 shall be interpreted as an indication by the faculty member that the faculty member intends to terminate relationship with Bradley University upon completion of the current contractual agreement, and action may be initiated immediately thereafter to secure a replacement. The faculty member, with the approval of the department chairperson, Dean, and the Provost and Vice President for Academic Affairs, may properly request a waiver of this requirement of notice in case of hardship, unusual circumstances, or in a situation where the faculty member would otherwise be denied substantial professional advancement or other opportunity.

## 2. Termination of Appointment by the University.

Termination of an appointment with continuous tenure, or of a probationary or special appointment before the end of the specified term, may be effected by the University under the following conditions:

### a. Termination for Cause.

The principal reasons for termination of an appointment with continuous tenure, or of a probationary or special appointment before the end of the specified term are:

- 1) Dismissal for gross violation of the Code of Ethics as adopted by the University Senate. (See page 59, "Statement on Faculty Ethics," in this HANDBOOK.)
- 2) Willful neglect of duty, failure to fulfill contractual obligations, or incompetence.
- 3) Medical disability. (See page 41), "Termination for Medical Reasons," below.)

If termination takes the form of a dismissal (under sub-sections 1) and 2) above), it will be pursuant to the procedures specified on page 50 ("Dismissal Procedures").

### b. Termination for Financial Exigency.

- 1) Termination of an appointment with continuous tenure, or of a probationary or special appointment before the end of the specified term, may occur under extraordinary circumstances because of a demonstrably bona fide financial exigency, i.e., an imminent financial crisis which threatens the survival of the University as a whole and which cannot be alleviated by less drastic means.
- 2) If the administration issues notice to a particular faculty member of an intention to terminate because of a financial exigency, the faculty member may consult the faculty Ombudsman. If a satisfactory settlement is not reached, the faculty member may request that the case be heard by the Committee on Tenure, Promotion and Dismissal, with all the rights attendant to a dismissal procedure as specified on page 50 ("Dismissal Procedures") below. The issues in that hearing will include:
  - a) The existence and extent of the condition of financial exigency. (See page 28, "Procedures for Dealing with Financial Exigency," in this HANDBOOK.) The burden will rest on the administration to prove the existence and extent of the condition.
  - b) The validity of the educational judgments and the criteria for identification for termination; but the recommendations of a faculty body on these matters will be considered presumptively valid.

- c) Whether the criteria are being properly applied in the individual case.
- 3) If the University, because of financial exigency, terminates appointments, it will not at the same time make new appointments except in extraordinary circumstances where a serious distortion in the academic program would otherwise result. The appointment of a faculty member with continuous tenure will not be terminated in favor of retaining a faculty member without tenure, except in extraordinary circumstances where a serious distortion of academic program would otherwise result. Lecturers who are in their probationary period shall not be retained at the expense of those in Professorial rank positions.
  - 4) Before terminating an appointment because of financial exigency, the University, with faculty participation, will make every effort to place the faculty member concerned in another suitable position within the University.
  - 5) In all cases of termination of appointment because of financial exigency, the faculty member concerned will be given notice (as prescribed on page 35, "Probationary Appointments," above) or severance salary (as prescribed on page 54, "Terminal Notice or Salary," below).
  - 6) In all cases of termination of appointment because of financial exigency, the place of the faculty member concerned will not be filled by a replacement within a period of three years, unless the released faculty member has been offered reinstatement and a reasonable time in which to accept or decline it.

**c. 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 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 on page 50, ("Dismissal Procedures") below. 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.

**d. Termination for Medical Reasons.**

Termination of an appointment with tenure, or of a probationary or special appointment before the end of the period of appointment, for medical reasons, will be based upon clear and convincing evidence that the faculty member cannot continue to fulfill the terms and conditions of the appointment. The decision to terminate will be reached only after there has been appropriate consultation and after the faculty member concerned, or

someone representing the faculty member, has been informed of the bases of the proposed action and has been afforded an opportunity to present the faculty member's position and to respond to the evidence. If the faculty member so requests, the evidence will be reviewed by the Committee on Tenure, Promotion and Dismissal before a final decision is made by the Board of Trustees on the recommendation of the Administration. The faculty member will be given severance salary as prescribed on page 54, ("Terminal Notice or Salary") below.

### **3. Non-Reappointment of Non-Tenured Faculty.**

If a faculty member on probationary or other non-tenured appointment alleges that a decision not to reappoint was based significantly on considerations violative of (1) academic freedom or (2) governing policies on making appointments without prejudice with respect to race, sex, religion or national origin, the allegation will be given consideration. The matter will be heard in the manner set forth on page 50 ("Dismissal Procedures") above, except that the faculty member making the complaint is responsible for stating the grounds for the allegation, and the burden of proof shall rest upon the faculty member. If the faculty member succeeds in establishing a prima facie case, it is incumbent upon those who made the decision not to reappoint the faculty member to come forward with evidence in support of their decision.

### **4. Administrative Personnel.**

The foregoing regulations apply to administrative personnel who hold academic rank, but only in their capacity as faculty members. Where an administrator alleges that a consideration violative of academic freedom significantly contributed to a decision to terminate an appointment to an administrative post, or not to reappoint, the administrator is entitled to the procedures set forth on page 42 ("Non-Reappointment of Non-Tenured Faculty"), above.

### **5. Other Academic Staff.**

- a. In no case will a faculty member with a special appointment who is not otherwise protected by the preceding regulations which relate to dismissal proceedings be dismissed without having been provided with a statement of reasons and an opportunity to be heard before the Faculty Grievance Committee.
- b. With respect to the non-reappointment of a member of such academic staff who establishes a prima facie case to the satisfaction of the Faculty Grievance Committee that a consideration violative of academic freedom significantly contributed to the non-reappointment, the staff member will be given a statement of reasons by those responsible for the non-reappointment and an opportunity to be heard before the Faculty Grievance Committee.

### **6. Grievance Procedure.**

If any faculty member feels that he or she has cause for grievance in any matter not covered by the procedures described in the foregoing sections, the faculty member may petition the Faculty Grievance Committee for redress. The petition shall set forth in detail the nature of the grievance and shall state against whom the grievance is directed. It shall contain any factual or other data which the petitioner deems pertinent to the case. The Committee will have the right to decide whether or not the facts merit a detailed investigation. Submission of a petition will not automatically entail investigation or detailed consideration thereof. The Committee may seek to bring about a settlement of the issue satisfactory to the parties. If in the opinion of the Committee such a settlement is not possible or is not appropriate, the Committee will report its findings and recommendations to the petitioner and to the appropriate administrative officer and faculty body, and the petitioner will, upon request, be provided an opportunity to present the case to them.

## E. TENURE, PROMOTION AND DISMISSAL COMMITTEE OPERATING PROCEDURES

- a. The primary purpose of the Committee shall be to determine whether proper procedures were followed in cases involving non-renewal (see p. 42, C. 3. Non-Reappointment of Non-tenured Faculty), tenure, promotion or dismissal. The Committee may consider whether "adequate consideration" was given by the decision-making bodies, if the contrary charge is made by the faculty member. (For interpretation of "adequate consideration" see AAUP *Policy Documents and Reports*, p. 19, "Complaints of inadequate consideration are likely to relate to matters of Professional judgment, where the department or departmental agency should have primary authority. For this reason, the basic functions of the review committee should be to determine whether the appropriate faculty body gave adequate consideration to the faculty member's candidacy in reaching its decision and, if the review committee determines otherwise, to request reconsideration by that body.")
- b. A faculty member seeking review of his or her case by the Committee shall file for review within 15 days of receipt of the Faculty Ombudsman's report. Request for a hearing by the Committee shall be made in writing only after consultation with the Faculty Ombudsman.

To appeal an adverse decision, the faculty member should take the following steps:

1. Request a written statement of the reasons for nonrenewal of contract, dismissal, or denial of promotion from the Provost and Vice President for Academic Affairs.
  2. Receive that written statement from the Provost and Vice President for Academic Affairs.
  3. Respond in writing to the written statement, including stated reasons for disagreement, to the Provost and Vice President for Academic Affairs.
  4. Discuss that decision in succession, as required, with the faculty member's chairperson, dean and the Provost and Vice President for Academic Affairs.
- c. The report of the Faculty Ombudsman shall be requested by the Committee as soon as the request for a hearing has been received.
  - d. The faculty member will be consulted on the composition of the Committee. If a conflict of interests exists, or if a member of the Committee is unable to serve, the alternate will serve.
  - e. A log of committee sessions, briefly stating date and nature of the meetings, witnesses interviewed, oral or written requests for witnesses to appear, etc., shall be kept.
  - f. Confidentiality concerning a case shall be strictly maintained.
  - g. The Committee shall request a written statement of the reasons for nonrenewal of contract, dismissal, or denial of promotion from the Provost and Vice President for Academic Affairs. The faculty member shall be requested to respond in writing to the Committee concerning this statement.
  - h. The Committee may seek additional documents pertaining to the case.
  - i. The Committee will usually begin its formal review by meeting with the Provost and Vice President for Academic Affairs and the faculty member. Other witnesses shall be requested to appear before the Committee. Reasonable notice to present evidence shall be given to all parties. They shall be advised in advance of points the Committee wishes to discuss with them. The faculty member and each witness shall give evidence separately and in private before the Committee, except as provided for in dismissal cases. (See page 51 in this HANDBOOK.)

- j. Tapes will be made of Committee sessions in which evidence is provided to the Committee. It shall initially be explained to the witness that such tapes will be made, and that they will be held in strict confidence, and that they will be destroyed after the Committee has made its recommendation to the President. A typewritten copy of the taped hearings will be made available to the faculty member only at the faculty member's request in cases of dismissal, as required on page 50.)
- k. Sessions in which the Committee reviews evidence and makes its decisions will not be taped, unless the Committee decides otherwise. Neither tapes nor transcripts of such sessions, if made, will be available to any party and will be destroyed by the Committee after making its recommendation to the President.
- l. The faculty member may choose to have an advisor and/or counsel at the faculty member's expense. This advisor and/or counsel shall be advisory only and shall not be permitted to speak on behalf of the faculty member. The Committee shall have access to the University attorney on procedural matters.
- m. The Committee shall submit in writing its recommendations concerning the case to the President and to the faculty member. The Committee shall request a written statement from the President regarding a rejection of its recommendations.
- n. When discrimination on grounds of race, color, age, religion, sex or national origin is alleged, the faculty member may consult with the Equal Employment Opportunity/Affirmative Action Office.
- o. Every reasonable effort will be made to conclude the Committee's proceedings and to make a recommendation to the President within 45 days after the matter has been formally submitted to the committee. This time period shall not include University holidays and times when the faculty are not under contract, such as during the summer.

## F. FACULTY GRIEVANCE COMMITTEE OPERATING PROCEDURES

a. The Faculty Grievance Committee considers matters other than those dealing with tenure, promotion, and dismissal. The Committee hears grievances from full-time and part-time faculty.

### b. General Procedures.

- 1) The faculty member will be consulted on the composition of the Committee. If a conflict of interests exists, or if a member of the Committee is unable to serve, the alternate will serve.
- 2) A log of activities and committee sessions, briefly stating date and nature of the meetings, witnesses interviewed, oral or written requests for witnesses to appear, etc., shall be kept.
- 3) A faculty member seeking consideration by this Committee shall normally file for such consideration within one year of the event leading to the grievance.

### c. Pre-appeal Procedures.

In the initial process, the petitioner of grievance should pursue all normal channels for resolving the grievance before appealing to the Faculty Grievance Committee. Suggested preliminary procedures for the petitioner are:

- 1) To prepare a written statement of grievance for purposes of discussion. This would provide a basis for consideration in the informal hearing process.
- 2) To seek advice from other faculty members who may be able to assist in clarifying issues, including opposing viewpoints.
- 3) To discuss with appropriate administrators starting with the chairperson; proceeding, if necessary, to the Dean; and then proceeding, if necessary, to the Provost and Vice President for Academic Affairs.

### d. Conciliation Procedures.

- 1) Because the interests of everyone concerned may be best served if the grievance is resolved through informal methods, the Committee, the petitioner and the appropriate administrators affected in the case should take all responsible steps to achieve its resolution without a formal hearing.
- 2) During this stage of appeal, these procedures shall apply:
  - a) The petitioner of grievance shall present a statement of the grievance which shall state (a) the basis of the grievance and (b) the factual allegations supporting the grievance.
  - b) The Committee has several options available in seeking to resolve the grievance. These options are:
    - (1) Informal meetings of the Grievance Committee Chairperson or a delegated Committee member with the petitioner and with appropriate administrators;
    - (2) Recommendation by the Committee of another faculty person to participate in informal meetings between the petitioner and appropriate administrators;
    - (3) An informal meeting of the Grievance Committee with the petitioner and appropriate administrators;
    - (4) Any method deemed likely to resolve the grievance without the need to conduct further hearings.

### **e. Informal Hearing.**

If efforts to reach a settlement of the grievance fail, the Committee shall conduct an informal hearing to decide whether a formal hearing should be conducted. The process for determining this need shall be:

#### **1) Review of Grievance**

- a) As an impartial hearing body, the Grievance Committee shall review the case and the efforts made to reach settlement.
- b) The Committee shall receive any amended grievance statement to the petitioner's statement under "Pre-appeal Procedures" on page 47.
- c) The Committee shall receive any statements which appropriate administrators wish to submit.
- d) The Committee may request written or oral statements from persons concerned with the grievance.
- e) The Committee may schedule interviews with persons concerned with the grievance.
- f) The Committee may meet with the petitioner and appropriate administrators.
- g) The Committee may make other informal efforts to resolve the grievance.

#### **2) Decision Regarding Necessity of Formal Hearing**

After its review the Committee shall decide either (a) that there should be a formal hearing, or (b) that there is an insufficient basis to hold a formal hearing. The Committee's decision to hold or not hold a formal hearing should be based on determining whether there should be a sufficient basis for a Committee recommendation to the President for relief of the petitioner's grievance assuming the petitioner's factual allegations were correct. The Committee's decision at this stage shall not be based on a finding of the truth or falsity of the petitioner's factual allegations.

#### **3) Report of Decision**

The Committee decision on whether there should be a formal hearing shall be reported to the petitioner and the appropriate administrators.

### **f. Procedures for Formal Hearing.**

If the Committee decides a formal hearing is necessary, the procedures outlined below shall apply:

- 1) During the proceedings the petitioner will be permitted to have an advisor and/or counsel at petitioner's expense. This advisor and/or counsel shall be advisory only and shall not be permitted to speak on the petitioner's behalf. The Committee shall have access to the University attorney on procedural matters.
- 2) A verbatim record of the hearing or hearings will be taken and a copy will be made available to the faculty member without cost at the faculty member's request. Choice of recording method will be decided by the Committee.
- 3) The Faculty Grievance Committee will grant adjournments to enable either party to investigate evidence as to which a valid claim of surprise is made.
- 4) The petitioner will be afforded an opportunity to obtain necessary witnesses and documentary or other evidence. The Administration will cooperate with the Committee in securing witnesses and making available documentary and other evidence.

- 5) The petitioner and the Administration will have the right to confront and cross-examine all witnesses. Where the witnesses cannot appear, but the Committee determines that the interests of justice require admission of their statements, the Committee will identify the witnesses, disclose their statements, and if possible, provide for interrogatories.
- 6) The Committee will not be bound by strict rules of legal evidence, and may admit any evidence which is of probative value in determining the issues involved. Every possible effort will be made to obtain the most reliable evidence available.
- 7) The findings of fact and the decision will be based solely on the hearing record.
- 8) Except for such simple announcements as may be required, covering the time of the hearing and similar matters, public statements and publicity about the case either by the petitioner or by the administrative officers will be avoided so far as possible. The President, the appropriate Vice President, the petitioner, and the petitioner's dean or supervisor will be notified of the Committee's decision in writing, and a copy of the record of the hearing will go to the appropriate Vice President.
- 9) The Committee shall report its recommendation on the grievance to the President of the University. If the President rejects the Committee's recommendation, the reasons for doing so should be reported in writing to the Committee and the petitioner. The President should also be willing to meet with the Committee to explain the reasons for overriding the recommendation of the Committee.
- 10) When discrimination on grounds of race, color, age, religion, sex or national origin is alleged, the faculty member may consult with the Equal Employment Opportunity/Affirmative Action Office.
- 11) Every reasonable effort will be made to conclude the Committee's proceedings and to make a recommendation to the President within 45 days after the matter has been formally submitted to the Committee. This time period shall not include University holidays and times when the faculty are not under contract, such as during the summer.

**g. Appeal to the Board of Trustees.**

If the President or the petitioner deems it necessary, the grievance may be further appealed to the Board of Trustees.



## G. DISMISSAL PROCEDURES

1. A dismissal is a termination before the end of the period of appointment. Adequate cause for a dismissal will be related, directly and substantially, to the fitness of the faculty member's professional capacity as a teacher or researcher, according to the standards specified on page 38 ("Criteria for Academic Promotions.") Dismissal will not be used to restrain faculty members in their exercise of academic freedom or other rights of American citizens. (See page 74, "Academic Freedom.")
2. Dismissal of a faculty member with continuous tenure, or with a special or probationary appointment before the end of the specified term, will be preceded by:
  - a. Discussions between the faculty member and appropriate administrative officers looking toward a mutual settlement.
  - b. Informal inquiry by the Faculty Ombudsman which may, failing to effect an adjustment, determine whether in its opinion the matter should be referred to the Committee on Tenure, Promotion and Dismissal. The latter may determine whether in its opinion dismissal proceedings should be undertaken, without its opinion being binding upon the President of the University.
  - c. A statement of charges stated with reasonable particularity by the President or the President's delegate.
3. A dismissal, as defined in sub-section 1) above, will be preceded by a statement of reasons, and the individual concerned will have the right to be heard by the Committee on Tenure, Promotion and Dismissal. Members deeming themselves disqualified for bias or interest shall remove themselves from the case, either at the request of a party or on their own initiative. Either party will have a maximum of one challenge without stated cause.
4. Pending a final decision by the Committee on Tenure, Promotion and Dismissal, the faculty member will be suspended, or assigned to other duties in lieu of suspension, only if immediate harm to self or others is threatened by continuation or if the faculty member has lost the capacity to perform his/her duties adequately (see p. 41, C.2.d. Termination for Medical Reasons). Before suspending a faculty member, the administration will consult with the Executive Committee of the University Senate (except for the Provost and Vice President for Academic Affairs) concerning the propriety, the length, and the other conditions of the suspension. A suspension which is intended to culminate in a dismissal will be treated as a dismissal with appeal through the Tenure, Promotion and Dismissal Committee, rather than through the Faculty Grievance Committee. Salary will continue during the suspension.
5. The Committee on Tenure, Promotion and Dismissal may, with the consent of the parties concerned, hold joint pre-hearing meetings with the parties in order to (a) simplify the issues, (b) effect stipulations of facts, (c) provide for the exchange of documentary or other information, and (d) achieve such other appropriate pre-hearing objectives as will make the hearing fair, effective and expeditious.
6. Service of notice or hearing with specific charges in writing will be made at least twenty days prior to the hearing. The faculty member may waive a hearing or may respond to the charges in writing at any time before the hearing. If the faculty member waives a hearing but denies the charges or asserts that the charges do not support a finding of adequate cause, the Committee on Tenure, Promotion and Dismissal will evaluate all available evidence and rest its recommendation upon the evidence in the record.
7. During the proceedings the faculty member will be permitted to have an advisor and/or counsel of choice at the faculty members expense. During the formal hearing(s), the advisor and/or counsel shall be advisory only and shall not be permitted to speak on the faculty member's behalf.
8. At the request of either party or the Committee on Tenure, Promotion and Dismissal, a representative of a responsible educational association shall be permitted to attend the proceedings as an observer.
9. A verbatim record of the hearing or hearings will be taken and at the faculty member's request a typewritten copy will be made available to the faculty member without cost.

10. The burden of proof that adequate cause exists rests with the University and shall be satisfied only by clear and convincing evidence considered as a whole.
11. The Committee on Tenure, Promotion and Dismissal will grant adjournments to enable either party to investigate evidence as to which a valid claim of surprise is made.

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12. The faculty member will be afforded an opportunity to obtain necessary witnesses and documentary or other evidence. The Administration will cooperate with the Committee on Tenure, Promotion and Dismissal in securing witnesses and making available documentary and other evidence.
13. The faculty member and the Administration will have the right to confront and cross-examine all witnesses. Where the witnesses cannot or will not appear, but the Committee on Tenure, Promotion and Dismissal determines that the interests of justice require admission of their statements, the Committee will identify the witnesses, disclose their statements, and if possible provide for interrogatories.
14. In the hearing of charges of incompetence, the testimony shall include that of qualified faculty members from this or other institutions of higher learning.
15. The Committee on Tenure, Promotion and Dismissal will not be bound by strict rules of legal evidence, and may admit any evidence which is of probative value in determining the issues involved. Every possible effort will be made to obtain the most reliable evidence available.
16. The findings of fact and the decision will be based solely on the hearing record.
17. Except for such simple announcements as may be required, covering the time of the hearing and similar matters, public statements and publicity about the case either by the faculty member or by administrative officers will be avoided so far as possible until the proceedings have been completed, including consideration by the Board of Trustees. The President and the faculty member will be notified of the decision in writing and will be given a copy of the record of the hearing.
18. If the Committee on Tenure, Promotion and Dismissal concludes that adequate cause for dismissal has not been established by the evidence in the record, it will so report to the President. If the President rejects the report, he will state his reasons for doing so, in writing, to the Committee and to the faculty member, and provide an opportunity for response before transmitting the case to the Board of Trustees. If the Committee concludes that adequate cause for dismissal has been established, but that an academic penalty less than dismissal would be more appropriate, it will so recommend, with supporting reasons.

## H. SANCTIONS OTHER THAN DISMISSAL

In cases of serious misconduct by a faculty member, not sufficiently grave to warrant dismissal, the administration may impose a severe sanction, such as suspension from service for a stated period, or a minor sanction, such as a reprimand. In each such case, the administration shall notify the faculty member of the basis of the proposed sanction and provide the faculty member with an opportunity to persuade the administration that the proposed sanction should not be imposed. A faculty member who believes that a sanction has been incorrectly or unjustly imposed may petition the Faculty Grievance Committee for redress, as outlined in Section F., page 47.

# I. ACTION BY THE BOARD OF TRUSTEES

If dismissal or other severe sanction is recommended, the President will, on request of the faculty member, transmit to the Board of Trustees the record of the case. The Board's review will be based on the record of the Committee hearing, and it will provide opportunity for argument, oral or written or both, by the principals at the hearing or by their representatives. The decision of the Committee on Tenure, Promotion and Dismissal will either be sustained, or the proceeding returned to the Committee with specific objections. The Committee will then reconsider, taking into account the stated objections and receive new evidence if necessary. The Board of Trustees will make a final decision only after study of the Committee's reconsideration.

## J. TERMINAL NOTICE OR SALARY

If an appointment is terminated, the faculty member will receive salary or notice in accordance with the schedule of notice to which the faculty member is entitled on page 35 and 36 ("Probationary Appointments"), or if the faculty member has tenure, for at least one year. This provision for terminal notice or salary need not apply in the event that there has been a finding that the conduct which justified dismissal falls under the provisions of page 40 ("Termination for Cause"). On the recommendation of the Committee on Tenure, Promotion and Dismissal or the President, the Board of Trustees, in determining what, if any, payment will be made beyond the effective date of dismissal, may take into account the length and quality of the faculty member's service to the University.

## K. RETIREMENT POLICY

In accordance with the 1987 Amendments to the Age Discrimination in Employment Act (ADEA) and in accordance with the University Senate Action of March 1988, Bradley University employees will not be required to retire at any age.

Bradley University retirement practices for full-time faculty, administrative and professional staff employees are:

1. The University will assure training of at least one person in the Personnel and EEO/AA Office who can provide assistance to potential retirees throughout the year as they might seek to explore retirement facts. Thus, the University will provide financial facts, lists of benefits available, and specialized assistance with forms and documents. This office will assist, where possible, with identification of external agencies or individuals one might consult for further information beyond the scope of the University.
2. Retirement may be taken at age 62 or beyond.
  - a. Normal retirement may be taken at age 65 or older at the individual's option, with the full-service benefits of Federal Social Security, TIAA-CREF and other benefits established by the University.
  - b. The University's group health and life insurance coverage is available to retirees at age 62 or beyond with ten years of Bradley service. Retiree contributions for coverage will continue in accordance with the University practice.
  - c. The University may from time to time initiate special retirement programs to encourage additional retirements at ages 55 and beyond. Incentives offered for these programs may include economic and non-economic retirement options available only for a specific time period. These programs shall be made known to all eligible employees through written communication.
3. Retirement exploration at any age will proceed through the usual and customary supervisory channels with full exchange of information at all points.
4. The University will budget its commitments to retirees as a routine item within the annual budget of the University.
5. In the event of the retiree's death, the University will allow for the continuation of group health benefits to a surviving spouse and dependents as follows:
  - a. Survivors eligible for Medicare may continue up to one (1) year under Bradley's group health insurance plan. The survivor is responsible for 100% of the monthly premium.
  - b. Survivors not eligible for Medicare may be eligible to continue under Bradley's group health insurance as mandated by the Consolidated Omnibus Budget Reconciliation Act (COBRA). Survivors are responsible for the premiums as stated by the law.

Please contact the Personnel and EEO/AA Office for further information.

6. The University will provide mechanisms for the continuation of tuition remission programs as noted on page 86 of this HANDBOOK to a surviving spouse and dependents in the event of the death of the retiree.
7. At least once a year the University will hold informational meetings for those interested in retirement. The University will provide information through its officers, personnel or outside consultants regarding relevant issues such as projected retirement plans and benefits to include Federal Social Security, TIAA-CREF, SRA's and other University communication about aspects of retirement.
8. The Retirement Advisory Committee, established by the University Senate, will consist of four faculty members and one administrative staff member. The Committee will meet at least annually with the Provost and Vice President for Academic Affairs to receive from the University the character of the retirement commitments that have been made

and are being considered. Aspects of programmatic changes anticipated will also be shared. The Committee will serve to offer oversight suggestions and recommendations that would enhance the quality of plan development by individuals and the acceptance by the University. The University Senate is encouraged to consider at least one dual appointment to the Retirement Advisory Committee and the Contractual Arrangements Committee.

9. Other benefits available to retirees:
  - a. Sports events discount tickets as for regular employees.
  - b. Bookstore discount as for regular employees.
  - c. Other event discounts as for regular employees.
  - d. Use of Haussler Hall as for regular employees.
  - e. Parking sticker for on-campus parking.
  - f. Use of Audio Visual copying services as for regular employees.
  - g. Library privileges as for regular employees.

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<sup>10</sup>Other Congressional acts including the following must also be considered in developing and administering policy for retirement:

"Social Security Act as amended"

"Civil Right Act as amended"

"Employee Retirement Income Security Act of 1974 (ERISA) as amended"

In addition to the board area of retirement, these acts focus on the employee benefits of life insurance and health insurance.



## L. POLICY FOR EMERITUS APPOINTMENT

The Emeritus appointment for faculty and administrative professionals retiring from service at Bradley University is a formal recognition of meritorious service exceeding the expected norm of performance to the University, to the community and to the profession.

The rank of Emeritus may be conferred only on retiring persons who have served on the faculty or in professional administrative positions for a minimum of fifteen years.

### **Appointment Procedure:**

1. Nominations of faculty candidates are to be submitted to the Provost and Vice President for Academic Affairs and those of professional staff to the appropriate Vice President during the last semester of active service. Although nominations may be initiated by anyone, it is recommended that they be processed through the individual's chairperson or director, and dean or Associate Provost.
2. Documentation of the candidate's qualifications must be presented with the nomination.
3. The candidate's qualifications will be evaluated by the Provost and Vice President for Academic Affairs or other appropriate Vice President and an ad hoc advisory review committee including three Emeriti appointed by the Provost and Vice President for Academic Affairs or other Vice President. When possible, one member should be acquainted with the candidate's professional area. In special cases, the length of service may be waived to recognize persons who have made distinguished professional contributions to the University. Recommendations of Emeritus appointment are then forwarded to the President and Board of Trustees.
4. Recognition of new Emeriti appointments will be a part of the Founder's Day ceremony together with the other achievement awards. Announcements are to be made in University publications and news releases. A listing of all living Emeriti will be included in the University catalog.

Emeriti shall be accorded the same access to campus activities and services enjoyed by the full-time faculty and professional employees of the University.

The following may be provided when needed and available upon approval of the appropriate dean or administrative officer: Use of facilities such as the computer center, laboratories, recreational areas, library, mail box, office space and/or a reading room, departmental secretarial service for scholarly work and audio-visual services.

An annual event of Emeriti and spouses will be arranged by the Provost's office to honor the new Emeriti, to serve as a reunion and to keep them abreast of University activities.

Perquisites will include parking permits, bookstore discounts, tuition discount rates, tickets to University produced music and theater performances, and discounted athletic tickets subject to University policy.

Emeriti shall be designated by the rank held at retirement.

## **CHAPTER 4**

# **Faculty Duties and Responsibilities**

## A. STATEMENT ON FACULTY ETHICS

PROFESSORS, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognize the special responsibilities placed upon them. Their primary responsibility to their subject is to seek and to state the truth as they see it, and to this end they devote their energies to developing and improving their scholarly competence. Accepting the obligation to exercise self-knowledge, they practice intellectual honesty. Although they may follow subsidiary interests, these interests never seriously hamper or compromise their freedom of inquiry.

AS TEACHERS, professors encourage the free pursuit of learning in their students, holding before them the best scholarly standards of the discipline. They demonstrate respect for students as individuals. Adhering to their proper role as intellectual guides and counselors, they make every reasonable effort to foster honest academic conduct and to assure that evaluation of students reflects true merit. They respect the confidential nature of the relationship between professor and student, avoid any exploitation of students for private advantage, and acknowledge significant assistance from students. They protect students' academic freedom.

AS COLLEAGUES, professors have obligations that derive from common membership in the community of scholars. They respect and defend the free inquiry of their associates. In the exchange of criticism and ideas they show due respect for the opinions of others, acknowledge academic debts, and strive to be objective in professional judgment of colleagues. They accept their share of faculty responsibility for the governance of their institution.

AS MEMBERS OF THEIR INSTITUTION, professors seek above all to be effective teachers and scholars. Although they observe the stated regulations of the institution, provided those do not contravene academic freedom, they maintain their right to criticize and seek revision. They determine the amount and character of the work done outside the institution with due regard to their paramount responsibilities within it. When considering the interruption or termination of their service, they recognize the effect of their decision upon the program of the institution and give due notice of their intentions.

AS MEMBERS OF THEIR COMMUNITY, professors have the rights and obligations of any citizen. They measure the urgency of these obligations in the light of responsibilities to the subject, to students, to the profession and to the institution. When they speak or act as private persons, they avoid creating the impression that they speak or act for the college or university. As citizens engaged in a profession that depends upon freedom for its health and integrity, professors have a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.

AS ADMINISTRATORS, professors practice intellectual honesty. In the exchange of criticism of ideas they show due respect for the opinions of others. They do not make false charges against other faculty members.

## B. FACULTY WORKLOAD STATEMENT

Bradley University strives to maintain an academic environment that supports superior teaching, the primary mission of the University, and encourages the pursuit of professional activities necessary for the continued intellectual development of its faculty.

Components of a faculty member's workload may include classroom teaching and laboratory supervision, academic advisement, scholarly research, creative production, curriculum development, committee assignments, and other university-related matters expected in the normal performance of one's duties. The determination of the workload of an individual faculty member should take into account the uniqueness of that person's skills and abilities and be in accord with whatever potential contributions to the university and the profession the individual faculty member is capable of making. It is the responsibility of the separate colleges, initially of department chairpersons working with the college deans and in consultation with the faculty, to determine the most judicious and productive workload for individual faculty members. It is expected that this workload will be as consistent as possible with the faculty member's plans for professional development.

No university-wide detailed description of faculty workloads can take into account the entire range of faculty activities within their respective departments. However, it is an objective of workload determination to establish an equitable distribution among faculty members. This does not mean that all persons will have exactly the same workload, but that each is treated fairly to optimize personal growth and contribution to the University. Specific guidelines may be adopted in individual colleges, and departments for their explicit determination of faculty members' workloads, subject to the consultation above.

The customary teaching component of workload shall not exceed twelve semester hours or its equivalent each semester. This is accompanied by such other professional activities of scholars and academicians as research, advisement, and committee assignments. Reductions in teaching are provided for department chairpersons, the University Ombudsman, etc. Other reductions may be granted to any faculty member for especially time-consuming research and creative production, program development, or graduate teaching; these require the approval of the chairperson, the Dean, and the Provost and Vice President for Academic Affairs. Special teaching assignments, such as in continuing education, may be accepted as an overload from time to time, either for additional compensation or for released time approved for a later date. The governing principles in all workload determinations are to achieve fairness in relations with the faculty and to maximize its professional growth and benefit to the University.

In attempting to make workload determination in light of national trends, Bradley University takes into account guidelines set forth by such professional organizations as Committee C of the American Association of University Professors and relevant accreditation agencies.\*

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\*Examples include comments found in Committee C's "Statement on Faculty Workload," found in the *AAUP Bulletin*, Vol. 56, Spring 1970, pp. 30-32, as well as contained in the booklet, "Accreditation Council Policies, Procedures, and Standards 1979-80," of the AACSB.

## C. FACULTY ACTIVITY REPORT

Once a year all full-time faculty members will receive a Faculty Activity Report form which they should complete and return by the date stipulated on the form. The Faculty Activity Report provides administrators with information regarding the faculty member's activities, achievements, summer duties, counseling, community projects, campus and committee involvement, public addresses, and so on, during the preceding academic year. Faculty members are urged to provide all the information requested in that such information is helpful in evaluating faculty members for purposes of salary increments, tenure, and promotion.

Faculty members are also urged to submit to the Director of Public Information throughout the year any activities in which they have been involved, including any special recognitions they have received. Efforts will be made to publicize this information since it is of interest to the campus community, and helps convey to alumni and the public at large the spectrum of activities and accomplishments of the faculty.

For a list of the criteria used to evaluate faculty, see page 36 of this HANDBOOK.

# D. GUIDELINES FOR INSTRUCTIONAL PRACTICE

## 1. Introduction.

Regulations pertaining to academic matters for undergraduate students are published annually in the ACADEMIC HANDBOOK, a copy of which is furnished to each student and faculty member before the start of the Fall semester, and in the UNDERGRADUATE CATALOG. In addition, the ACADEMIC HANDBOOK contains the annual calendar and the class schedule. Regulations concerning graduate students are published in the GRADUATE CATALOG and the UNDERGRADUATE CATALOG. Faculty members are urged to familiarize themselves with all academic rules and regulations.

The several regulations which are cited in this section are in addition to, or are expansions of, regulations found in the publications noted above.

## 2. Class Rosters.

The initial class rosters will be sent in the form of computer printouts which will be delivered as quickly as possible after registration. The roll of each class should be checked carefully. Any student who attempts to attend a class without either being listed on the Class Roster or presenting an Official Addition to Class Card should be prohibited from attending until that student can present an addition card to the faculty member.

Official rosters will be issued at the end of the 3rd and 10th weeks, and a grade report roster will be issued during the week prior to final examinations. Each official roster should be checked against the class roll. If a student's name is on a class roster and that student has not attended class by the end of the third week, the student's name should be reported to the Registrar's office. Students whose names appear on the grade roster are the only ones for whom grades will be accepted, and a grade must be reported for each student whose name is on the final grade roster.

## 3. Selection of Textbooks.

All members of the teaching faculty have the sole right of textbook selection for the courses they alone teach. Text selection for multiple section courses is a matter for determination by the faculty members responsible for teaching such courses.

Textbooks may be changed at any time, so long as proper notification is given to the Bookstore Manager so that returns can be made to publishers within the allotted time specified by them.

TEXTBOOK ORDERS. All orders for textbooks and instructions to discontinue textbooks must be placed through the department chairperson.

DESK COPIES. Requests for complimentary copies should be sent directly to the publisher. Request forms are available through most department secretaries and at the Bookstore.

## 4. Guidelines for Instructional Practices.

- a. At the beginning of each course provide students with a written statement containing course objectives, a topical outline or brief description of the course content, and reasonable notice of major assignments, examinations and papers. If revisions in the written statement occur during the semester, students will be so advised. Check the Academic Calendar before assigning due dates.
- b. Assist students in every reasonable manner to have access to all assigned materials in the course.
- c. Note significant conflict of views by scholars about course content.
- d. Make timely evaluations of the performances of students and apprise students of their level of attainment.

- e. Be fair and impartial in evaluation of all student performance.
- f. Allow students to review their own papers and examinations after they have been evaluated.
- g. Be available for student conferences during announced, regular office hours.
- h. Treat students with courtesy and respect at all times.
- i. Refrain from requiring that your personal views be endorsed by students.
- j. In the event of a student grievance, the instructor should attempt to resolve the issue with the student, and should inform the student about the Academic Ombudsman and of the Academic Grievance Policy (page 67).

## 5. Grading Standards and Practices.

Grades in individual courses, as defined in the UNDERGRADUATE CATALOG, should reflect achievement in the subject matter in accordance with the standards of the course.

Instructors shall inform students of standards for the course, the basis for judgment in grading, and the weight of each criterion in the assessment of the final grade. The standards of grading shall remain constant throughout the semester. Each student has the right to know where he or she stands in each course at periodic intervals throughout the semester. Any work submitted for evaluation should be assessed and returned promptly.

## 6. Mid-Term Grades.

A report of the mid-term grades for freshmen and sophomore students who have 55 or fewer hours, and transfer students with up to 24 hours of earned Bradley coursework is prepared at the close of the seventh week of classes. Grade rosters will be supplied to faculty members about one week previous to these dates. Teaching schedules should be planned so that reports of these grades can be made. These grades are supplied to the student, the student's academic advisor and the Dean of the College in which the student is registered.

## 7. Final Examinations.

The dates for final examinations are listed in the ACADEMIC HANDBOOK. Regular examination periods are two hours in length. A schedule of exact times for examinations is published in the ACADEMIC HANDBOOK. Examinations are held in classrooms in which the classes regularly meet at the time indicated unless other arrangements are made through the Office of the Registrar. Final examinations for individual members of a class are not permitted before the scheduled class examination.

Final examinations shall be given according to the schedule arranged. All final examinations will be given in accordance with the schedule. If in any class a final examination is not given, the class shall meet for regular class work at the examination time.

A call will be issued through the office of deans for requests from the faculty members to hold combined final examinations. Special periods are set aside during the regular examination period for combined examinations.

More than two final examinations in any one day of the final examination period shall entitle the student to petition the Dean to have the final examinations in excess of two in one day shifted to some other day of the final examination period which is mutually convenient for both the student and the faculty member involved.

## 8. Final Grades.

Final grades for all students are due in the Registrar's office at 10:00 a.m. the Saturday following the last examination scheduled for first and second semesters. Due to the pressure of processing grades at the end of the semester, no exceptions can be made to this deadline time. Final grade rosters will be delivered to the faculty during the week

previous to examinations. Deadlines for interim and summer session grades will be communicated separately to the faculty. At the end of each semester or session, a grade must be filed with the Registrar's Office for each student who is officially registered for the class at the time (whether or not the student has been in regular attendance).

A report of final grades will be issued to the student by the Office of the Registrar within a very short time following the end of examinations. The issuing of grades to students by instructors by means of posting, postcards, etc., is at the discretion of individual instructors, provided extreme care is exercised to insure accuracy and confidentiality. This practice is seldom necessary, however, because of the speed with which the official grades are mailed to the students from the Registrar's Office. Grades may not be posted by name or student I.D. number without the prior written consent of the students.

All examinations, term papers, themes, etc., which are not returned to the student by the instructor must be kept for a least two semesters from the close of the semester or session in which the work was done.

If an error is made in submitting a final grade to the Registrar which the faculty member wishes to rectify later, a request for such correction must be approved by the department chairperson, the Dean of the College, and the Provost and Vice President for Academic Affairs. Requests for grade changes must be processed on the appropriate form which is available in the Office of the Dean.

## **9. Confidential Student Data.**

All members of the faculty, administration, and staff must respect the confidentiality of information about students and their families. Disclosure of such information should be limited to legitimate purposes and, in particular, should conform to the guidelines and procedures published annually in the fall issue of the ACADEMIC HANDBOOK.

## **10. Cheating.**

A ZERO or "F" shall be given to any student cheating on an examination or other piece of work. An "F" on the examination and in the course shall be given to any student cheating on a final examination.

According to Senate rules, all occasions of cheating must be reported to the Executive Director of Housing, Residential Life and Student Judicial System, together with a statement of the penalty imposed by the faculty member. If in the opinion of the Executive Director of Housing, Residential Life and Student Judicial System other problems of a personal or an emotional nature are present, a referral to the Center for Wellness and Counseling will be made.

The appropriate judicial body may take additional action, including dismissal from the University, for repeated or aggravated offenses. For additional information, refer to the UNDERGRADUATE CATALOG.

## **11. Faculty Absences.**

If it is necessary for a faculty member to be absent from class for reasons other than emergencies, prior approval must be secured from the department chairperson and the Dean of the College; and satisfactory arrangements must be made for the performance of the regular duties of the faculty member during the absence.

If the absence is extended and is due to illness, salary will continue in accordance with current University policy governing disability leaves of absence. The University's sick leave policy does not apply to the interims or summer contractual obligation. Absences due to illness, injury or personal reasons will be processed as deductions from summer and interim compensation.

## **12. Student Absences.**

Absence from classes frequently signals that a student is developing academic or personal problems. If the faculty member becomes aware of unusual absence of any student, the faculty member should notify that student's academic advisor; or for students living on-campus, the Director of Residential Life; or for students living off-campus, the



Director of Co-curricular Development. The Director of the Center for Wellness and Counseling will contact the student, indicate the concern of the faculty member, and inquire if assistance is needed.

A consistent and accurate report is important for other reasons; e.g., any overpayment to a veteran who is enrolled but not attending classes must be repaid to the Veteran's Administration by Bradley University.

## E. THE ACADEMIC OMBUDSMAN

The Academic Ombudsman's function shall be to act solely as an intermediary between a student and a faculty member. After discussing an academic grievance with the student, the Ombudsman shall, upon request by the student, communicate the nature of the grievance to the instructor involved. The Ombudsman shall attempt to mediate and effect an acceptable resolution of the problem. If a resolution is not satisfactory and the student believes the response of the faculty member is not adequate, the student may request that the Ombudsman forward the grievance to the instructor's department chairperson.

The Ombudsman shall regard as absolutely confidential all information brought to that office, except as provided above. The Ombudsman shall be available to students at established hours. The Ombudsman's function, name, office location and hours shall be publicized among the students.

The Ombudsman shall be granted a three-hour teaching load reduction in each semester of the regular academic year and compensation for duties during the summer. Necessary budgetary expenses shall be arranged through the Office of the Provost and Vice President for Academic Affairs.

The Academic Ombudsman shall be selected according to the following procedures:

1. The Executive Committee of the University Senate shall, after inviting nominations from the faculty, administration, and students, submit to the University Senate a nomination for approval. The nominee must be a full-time faculty member who has taught at the University a minimum of three years.
2. The name of the nominee, following approval by the University Senate, shall be forwarded to the Student Senate by the President of the University Senate. The Student Senate shall then confirm or reject the nomination. If the nomination is rejected, the Executive Committee of the University Senate shall begin the nomination procedure anew.
3. The election shall be held in April of each odd-numbered year, and the Ombudsman shall begin the two-year term of office in September.

Students may bypass the Ombudsman if they wish and utilize the grievance procedures available to them through administrative appeal. In this case, the student would begin by attempting to resolve a grievance with the instructor. If not satisfactorily resolved, the grievance then would be carried to the instructor's chairperson, academic dean, and Provost and Vice President for Academic Affairs. Grievances should be resolved at the lowest possible administrative level.

Students may also bypass the Ombudsman by following the procedures outlined by the Academic Grievance Committee. (See page 67 in this HANDBOOK.)

## F. UNIVERSITY STUDENT GRIEVANCE POLICY

A student academic grievance is appropriate in cases in which the student claims unfair, prejudicial or capricious evaluation or treatment of an academic nature. A grievance is not appropriate on actions which would impair the exercise of academic freedom. A student non-academic grievance is appropriate in cases involving access to and participation in course offerings; sexual harassment, racial discrimination, or any other act by a University faculty member that is derogatory or discriminatory in nature. No student may pursue the formal part of the following grievance procedure before exhausting all informal procedures. What follows does not preclude a faculty member's appeal to the Faculty Grievance Committee.

The grievance process is intended to deal with matters as expeditiously as possible. Although the times listed below are recommended guidelines for handling the steps of the process, it is expected that they will not be exceeded except under compelling circumstances.

A student who claims grievance as described may consult with the Academic Ombudsman (see page 66 in this HANDBOOK) or meet directly with the instructor involved. The grievance process is as follows:

### 1. Informal Procedures.

- a. The student shall meet with the instructor in an attempt to resolve the issue within 15 days on a non-academic grievance and normally within 15 days of the beginning of the next semester on an academic grievance. (The student may consult with the Academic Ombudsman.)
- b. Should the issue not be resolved to mutual satisfaction, the student may, within five days, appeal an academic matter to the Chairperson/Director of the given Department/Division who shall provide the student and faculty member with a decision within five days of appeal, or appeal a non-academic matter to the office of the Associate Provost for Student Affairs, who will attempt to resolve the matter within ten working days from the time of appeal. In cases involving a conflict of interest with the Associate Provost of Student Affairs, the student may appeal a non-academic matter to the Provost and Vice President for Academic Affairs. If any unfair or unjustifiable injury or disadvantage occurred, the decision shall include specific remedies to rectify the situation.
- c. Should an academic issue not be resolved to the satisfaction of the parties, the student or faculty member may, within five days, appeal the decision of the Chairperson/Director to the Dean(s) of the College(s) in which the given academic concern resides and to the Dean of the Graduate School if a graduate student is involved. This appeal shall specify in writing the alleged grievance. The Dean(s) or Dean(s)' designee(s) should meet with the relevant parties within five days of the appeal. The Dean shall deliver a decision within five days after said meeting. If any unfair or unjustifiable injury or disadvantage occurred, the Dean's decision shall include specific remedies to rectify it.

### 2. Formal Procedures.

- a. Should the issue not be resolved to the satisfaction of the parties, the student or faculty member may, within five days of the final written decision above, initiate the formal phase of the grievance procedure by written appeal to the Chairperson of the University Student Grievance Committee. Legal counsel may be used by the parties, at the parties' cost, as part of the formal procedure. Legal counsel for either party shall act in an advisory capacity only, and not be permitted to speak on behalf of any party. The Committee shall have access to the University attorney on procedural matters.
  - 1) The Student Grievance Committee shall accept for hearing only those cases considered grievances as described above.
  - 2) The Student Grievance Committee shall meet at the call of the Chairperson upon receipt of a formal grievance. The Chairperson will:
    - a) Obtain written statements from all parties involved in the appeal.

- b) Call for a meeting of the Committee to review the statements from the parties involved within ten days of submission of the appeal, unless extraordinary circumstances require a delay, and determine a date and time for the hearing.

The Committee will:

- c) Notify all parties of the time, date and place of the hearing at least five days in advance.
  - d) Call on other faculty, staff and students if it would serve the purposes of due process.
  - e) Retain records of all written matters dealing with each case.
  - f) If the committee decides that a grievance is not in order and the alleged grievance concerned discrimination, a copy of the minutes of the meeting will be sent to the Affirmative Action Officer.
- 3) The Committee shall submit its finding and decision to the appropriate academic officer (per section II-A-V-15, p. 20) for review within 45 days after the matter has been formally submitted to the Committee. This time period shall not include University holidays and times when the faculty are not under contract such as during the summer. If the Committee finds that unfair or unjustifiable injury or disadvantage has occurred, it shall forward to the appropriate academic officer its specific suggestions for rectifying it. The appropriate academic officer (per section II-A-V-15, p. 20), within 30 days of the receipt of the findings and recommendations of the Committee, shall notify all concerned parties of agreement or disagreement with the Committee's decision, stating the reasons in writing. Upon agreement of the parties, the grievance process can be concluded at any time before notification by the appropriate academic officer. (per section II-A-V-15, p. 20)
  - 4) In cases where there are findings of unfair or unjustifiable treatment of students in a non-academic matter, the Associate Provost for Student Affairs is responsible for rectifying the situation per the Committee's findings.

## G. STATEMENT ON ACADEMIC ADVISING

Academic advising is the responsibility of the faculty.

Academic advising is central to the Bradley experience. The promise of meaningful interaction between a faculty advisor and a student is one of the reasons a student chooses to attend Bradley University. This positive relationship strengthens recruitment, retention, student satisfaction, and placement.

Academic advising goes well beyond assisting with class schedules. The role of the academic advisor includes, but is not limited to:

1. Helping the student define career goals.
2. Referring the student to personal counseling when appropriate.
3. Encouraging awareness of cultural and social opportunities on campus.

## H. CONVOCATIONS

Faculty members are expected to attend the commencement convocations plus other occasional convocations that might be held throughout the year. The academic procession and academic dress are required on these occasions.

Faculty members who are committed to attending a convocation and are unable to do so must inform their department chairperson before the convocation.

# I. STATEMENT ON USE OF HUMANS AND NON-HUMAN VERTEBRATES IN RESEARCH

Before beginning any research using human subjects the faculty member shall consult with the Committee on the Use of Human Subjects in Research. Before beginning any research using non-human vertebrates, faculty members shall consult with the Animal Care and Use Committee. These committees will provide University guidelines governing such research. The guidelines conform to Federal statutes and regulations. The committee shall review and approve, require modifications in, or disapprove all research using human subjects or non-human vertebrates. Modifications required by the Committee are limited to those necessary to conform to the University guidelines. (See page 91 and page 95 in this HANDBOOK.)

## J. CONFIDENTIAL STUDENT DATA

1. Bradley University considers important a meaningful policy regarding the information which becomes a part of a student's permanent educational record, the student's financial aid and asset information, and that of the student's spouse (where applicable) and of the student's parents, and governance of the condition of its disclosure. This policy reflects a reasonable balance between the obligation of the University for the growth and welfare of the student and its responsibilities to society.
2. Bradley University will make every endeavor to keep the student's record confidential and out of the hands of those who would use it for other than legitimate purposes. All faculty members, administrators and staff must respect the confidentiality of information about students and their families. Disclosure of such information should be limited to legitimate purposes, and in particular, must conform to the guidelines and procedures published in the Fall issue of the ACADEMIC HANDBOOK, which procedures accord with the Family Educational Rights and Privacy Act of 1974.
3. There may be conditions such as unmet financial obligations, violations of non-academic regulations, etc., under which Bradley University will not release grade reports, transcripts, certifications, diplomas or other information about a student.



# **CHAPTER 5**

## **Faculty Benefits**

## A. ACADEMIC FREEDOM

Bradley University subscribes to the 1940 Statement of Principles on Academic Freedom and Tenure as adopted by the American Association of University Professors and the Association of American Colleges.

Bradley University policy pertaining to appointment, promotion, tenure, and dismissal, which is stated elsewhere in this HANDBOOK, is in conformity with the 1940 statement of the American Association of University Professors and the Association of American Colleges, and the procedures governing such policies are in accordance with the 1968 statement of the American Association of University Professors regarding Institutional Regulations on Academic Freedom and Tenure.

The portion of the 1940 statement pertaining to academic freedom, which Bradley University supports in its entirety, is as follows:

Teachers are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution. Teachers are entitled to freedom in the classroom discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.

College or university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As persons of learning and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for their institutions.

## **B. REAFFIRMATION OF THE RIGHTS OF INVITED SPEAKERS ON THE CAMPUS OF BRADLEY UNIVERSITY**

(The following statement is adapted from a declaration entitled "On Issues of Academic Freedom in Interference with Invited Speakers" issued by AAUP's Committee A on Academic Freedom and Tenure in the Spring of 1983. The Committee's statement has been endorsed by the American Council on Education, the National Coalition of Independent College and University Students, the National Organization of Black University and College Students, and the United States Student Association.)

Bradley University believes that the freedom to hear invited speakers on its campus is an essential condition for a free university and an inseparable part of academic freedom. Bradley University deplores interferences with the right of the members of its academic community to hear on campus those whom they have invited to speak. The right to access to speakers on campus does not in its exercise imply either advance agreement or disagreement with what may be said, or approval or disapproval of the speaker as an individual. There can be no more appropriate forum for the discussion of controversial ideas and issues than the college and university campus.

Bradley University reaffirms its expectation that all members of the academic community will respect the right of others to listen to those who have been invited to speak on campus and will indicate disagreement not by disruptive action designed to silence the speaker but by reasoned debate and discussion as befits academic freedom in a community of higher learning.

## C. FACULTY STATEMENT ON CAMPUS DISSENT

The following statement, endorsed by the University Senate, reflects the philosophical stance regarding protest and grievance.

The common and primary commitment of the faculty of Bradley University is the respect for the following rights:

The right of all to search for truth and knowledge without obstruction or restraint.

The right of all to attempt to persuade by reasonable discourse or peaceful processes.

The right of all to form conclusions based on full and free exploration, exposition and discussion.

Therefore, be it resolved:

Deliberately violent, obstructive or disruptive actions of groups or individuals which are prejudicial to these rights and destructive to the pursuit of learning to which the faculty is dedicated are unacceptable forms of behavior and stand condemned. This position in no way limits the right of peaceful dissent or legal protest.

At the same time, the faculty dedicates itself anew to the establishment and maintenance of an atmosphere conducive to the search for truth, justice, and dignity for all on the Bradley University campus, in the community, and in the nation.

## D. SABBATICAL LEAVES AND LEAVES OF ABSENCE

1. Sabbatical leave may be granted to a full-time faculty member after six years of full-time service on the faculty. Unpaid leaves of absence normally will not count toward the six years. Sabbatical leaves carry half salary for the year or full salary for one semester. Faculty members granted sabbatical leave must agree to return to the Bradley faculty for at least one year after the expiration of the leave or repay to the University the amount of salary received while on leave. Application for sabbatical leave must be presented to the department chairperson, who, together with the dean, will forward the application to the Provost and Vice President for Academic Affairs. Recommendations and all comments relating to sabbatical leave applications should accompany the applications through the various committees to the Provost and Vice President for Academic Affairs.
2. Leaves without pay may be granted upon the recommendation of the department chairperson, the Dean of the College, and the Provost and Vice President for Academic Affairs.
3. All requests for sabbatical leave and leaves of absence must be submitted prior to the deadline indicated in the Calendar of Deadlines.
4. Sabbatical leaves and unpaid leaves of absence may be granted for various reasons related to professional growth and development including various creative and scholarly endeavors: research related to teaching and other professional endeavors, writing, work related to the performing arts, creation or performance, post-terminal degree study, study and travel abroad, and study toward a terminal degree. Each request for a sabbatical leave or an unpaid leave of absence will be judged on its merits which, together with other factors, such as financial or other exigencies, will determine the number of leaves that can be granted in a particular year.
5. In the case of a request for a sabbatical leave for the purpose of study toward a terminal degree, it is expected that the faculty member submitting the request will be able to present evidence which is sufficient to indicate a commitment to the degree, and that the faculty member will be able to complete it during the period of the sabbatical leave plus one or two additional summers of study, research and writing.
6. The principle criterion in judging a request for a sabbatical leave is the extent to which it will enhance the professional competence of the faculty member and the stature of the University, and the contribution it will make to the discipline. The past performance of the faculty member will be used as an important factor in determining the possibility of a successful completion of the sabbatical leave project. This will include such things as teaching, research, performing arts presentations, other professional endeavors and contributions to the university and the community.
7. If a faculty member is granted a sabbatical leave, it is expected that he or she will withdraw from all formal assignments with Bradley University, including, for example, committee assignments.
8. Plans for financial remuneration from any external source such as another university or agency requiring the rendering of a service must be approved by all parties involved in the judging of sabbatical leave applications. Violation of this stipulation will result in termination of financial remuneration from Bradley University. Normally such employment will not be approved unless it helps the faculty member to accomplish the objectives of the leave in ways not otherwise possible. The income received from such gainful employment plus the stipend received from the University can be sufficient enough to equal the budgeted University salary for that faculty member, to make up any possible salary for summer teaching and to help offset other expenses incurred related to the sabbatical leave.
9. Upon completion of a sabbatical leave, faculty members shall submit a written statement to the Dean of their College and to the Provost and Vice President for Academic Affairs, which statement shall describe the nature of the activity engaged in, and the extent to which the proposed project was completed.
10. All insurance benefits for those on paid sabbatical leave are kept in force automatically unless otherwise specifically requested. Faculty members who have been granted an unpaid leave of absence may make arrangements to keep insurance benefits in effect at full cost, except as required by law, to the faculty member by contacting the Controller's Office at least one month before such leave becomes effective. The one exception to full continuation of all benefits is the long-term disability insurance during unpaid leave. Long-term disability is continued only for leaves

for full-time study for an advanced degree, work in the field of education or research such as a Fulbright Award, or foundation grant or government project.

11. When sabbatical leave is not granted, the faculty member should be given the opportunity to know the reasons for that decision. This information, if requested, should come from the Provost and Vice President for Academic Affairs.
12. Under the Family and Medical Leave Act of 1993 (FMLA), employees may have up to 12 weeks of paid and unpaid\*, job-protected leave to "eligible" employees for certain family and medical reasons. Employees are eligible if they have worked for the University for at least one year and for 1,250 hours over the previous 12 months. This leave will be granted to care for the employee's child after birth, or placement for adoption or foster care, care for the employee's spouse, son, daughter, or parent, who has a serious health condition or for a serious health condition that makes the employee unable to perform the employee's job. All paid leave must be used before unpaid leave begins. Employees are required to provide a 30-day advance notice when "foreseeable" and a completed medical certification. Certification forms are available through the Personnel and EEO-AA Office, 239 Sisson Hall.

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\* Work-related injury eligible for workers' compensation coverage may also constitute a serious health condition under the FMLA. Time taken to receive treatment and recover from the work injury, will be counted as "medical leave" for purposes of accounting for the twelve-week entitlement of the employee under the federal Family and Medical Leave Act.

## E. ACADEMIC TRAVEL

The University provides financial assistance to faculty and administrative staff for attendance at academic meetings. The funds available have been allotted to the various colleges. In making the allotment, consideration is given to the number of faculty members in the college, the number of departments or divisions, and the number and importance of meetings which the faculty and administrative staff might find worthwhile or even necessary to attend.

The allotment of each college is administered by the Dean. A two-step procedure is followed by the faculty member desiring this assistance:

1. Initial approval should be obtained by filling out the Request for Approval Form (obtained from the Dean of the College) in triplicate, which will then be processed through the chairperson. Requests for approval should be submitted 30 days in advance of the meeting. Faculty members will receive a copy of the approval request from the Dean.
2. Upon return from the meeting, a request for reimbursement must be made within two weeks by using the Reimbursement Form (obtained from the Dean of the College). Reimbursement requests submitted after two weeks will not be honored. Receipts of all expenditures must be attached to the Reimbursement Form. Checks will be sent by the Controller's Office to the faculty member through campus mail.

The mode of travel may vary. Occasionally rail or bus travel is appropriate in which case coach fare is reimbursed. When traveling by automobile, reimbursement is at a per mile rate. The current rate is available from the Controller's Office. Coach or tourist fare is reimbursed in cases of air travel.

In considering requests for academic travel, the following categories list expenses which may be considered for approval:

1. Attendance, but not as officer or program participant:
  - Transportation
  - Registration - not including meals.
2. Attendance as officer or program participant, or as a representative of the University if appointed by the appropriate University officer:
  - Transportation
  - Registration
  - Hotel
  - Reasonable meal expenses
  - Miscellaneous
  - (The University does not reimburse for viewing of in-room movies.)

To expedite the diffusion of benefits obtained by the faculty member's attendance at professional meetings, the appropriate dean or, department chairperson may require a written summary of the meeting which can be made available to others for study.

# **F. OFF-CAMPUS ACTIVITIES BY FACULTY**

## **1. Political Activities of Faculty Members.**

Faculty members, as citizens, are free to engage in political activities. Where necessary, leaves of absence may be given for the duration of an election campaign or a term of office, on timely application, and for a reasonable period of time. The terms of such leave of absence shall be set forth in writing, and the leave will not affect unfavorably the tenure status of a faculty member, except that time spent on such leave will not count as probationary status.

## **2. Public Addresses by Faculty Members.**

The University recognizes the values of faculty addresses delivered to professional, civic, cultural and other groups and therefore encourages faculty members to engage in such activity provided the matter being discussed is within the realm of professional competence of the faculty member involved.

In accordance with the principle of academic freedom, the University recognizes the right of faculty members to speak on matters of a controversial nature, provided they exercise care to insure that their remarks are not construed as representing the official position of the University.

Before accepting speaking engagements which interfere with regularly assigned campus duties, faculty members must secure approval from their department chairperson and dean. If speaking engagements of deans interfere with their regularly assigned campus duties, they must have prior approval of the Provost and Vice President for Academic Affairs.

## **3. Professional Consulting.**

The University recognizes the values of truly professional consulting and therefore encourages faculty members to seek permission from their chairperson and dean to engage in such activity provided it will not interfere with assigned campus duties and will contribute to the professional development of the faculty member.

The University affirms the principle that any and all consulting by faculty members should be on a professional level and of a nature consistent with the faculty member's rank and professional experience. The University believes that the individual faculty member should limit consulting to the equivalent of four days in any month, when classes are in session.

Where University facilities are used for a faculty member's consulting, realistic charges for such use of facilities plus 100% overhead must be charged and should be billed through the Office of the Controller.

The University believes that truly professional consulting is an important activity which should be given consideration in the annual evaluation of faculty members. Faculty are requested, therefore, to report all consulting activities to their chairperson and to their dean.



## G. EXTRA COMPENSATION POLICY

This policy establishes guidelines for determining the rate and amount of extra compensation that may be received by faculty and administrative staff members for activities performed through the University.

### 1. Extra Compensation Rates for Federally Funded Grants and Sponsored Programs.

- a. The maximum rate of compensation for work performed by individuals participating in university-administered federally funded grants and sponsored programs shall be equal to that received for full-time university involvement except in cases where the sponsoring agency's policy specifies otherwise.
- b. The maximum rate of compensation for these purposes shall be determined by the following formulas:
  - 1) For academic year personnel  
$$\text{Hourly rate} = \text{Academic Year Salary divided by } 1,560 \text{ hours}$$
  - 2) For calendar year personnel  
$$\text{Hourly rate} = \text{Academic Year Salary divided by } 2,080 \text{ hours}$$

### 2. Extra Compensation Rates for Non-federally Funded Activities.

- a. The rate of compensation for participants with full-time academic year appointments should reflect the scope and difficulty of the project as well as the relative compensation for similar projects in the area of study. Unless prior approval is obtained from the Provost and Vice President for Academic Affairs, the hourly rate of compensation cannot exceed twice the maximum hourly rate for federally-funded programs. This policy concerning rates of compensation will also apply to participants involved in projects outside of the nine-month academic year.
- b. Individuals on administrative contracts shall not receive extra compensation from performance of administrative duties associated with sponsored research or programs.
- c. Unclassified staff on twelve-month appointments as research associates (without faculty, professional, or administrative status) shall not receive extra compensation for the performance of sponsored programs.

### 3. Number of Hours for Which Extra Compensation Can Be Obtained.

During the period of time in which participants are under full-time appointments, they are expected to carry out their contractual obligations to the University.

- a. A participant who receives extra compensation through the University is limited to eight hours per week during the full-time appointment contract period except for holiday, vacation, or (for faculty) interim periods. During vacation, holiday, and (for faculty) interim periods, extra compensation is limited to 40 hours per week. The extent and distribution of this time commitment shall have the approval of the appropriate chairperson, director or immediate supervisor and dean. The total time committed to professional consulting, continuing education commitments, and for grants and sponsored programs is not to exceed eight hours per week during periods in which participants are under full-time appointment, with the exception of holiday, vacation and (for faculty) interim periods.
- b. During the summer, participants will be limited to 40 hours per week.
- c. Teaching a three-semester-hour course during the January Interim or a three-week summer session will be treated as a 40 hour per week commitment. Each three-semester-hour course taught during a five-week summer session will be treated as a 20 hour per week commitment.

4. All personnel receiving compensation will at appropriate intervals be required to fill out time and expense forms as requested by the University and/or sponsoring agency.
5. This policy can be modified on an individual-case basis, where its enforcement would result in an unnecessary hardship on a faculty member, program, or the University. All such modifications will require prior approval by the participant's department chairperson, the dean, and the Provost and Vice President for Academic Affairs.

## H. SALARY INFORMATION AND FRINGE BENEFITS

### 1. Salary Checks.

Faculty members are paid after 8:30 a.m. on the first of each month, except as noted below:

- a. If the first day of a month falls on Saturday or Sunday, salary checks will be made available after 8:30 a.m. on the last Friday immediately preceding the first day of the month.
- b. In the month of December, salary checks are available on the Friday preceding Commencement.
- c. Exceptions to the above due to holidays will be communicated by the Controller's office.
- d. Should a faculty or staff member be absent from the campus on the date that salary checks are delivered, upon request of the faculty member the check will be mailed to a specific address or to the bank. In the latter case a mail deposit slip (and a bank-by-mail envelope, if possible) must be provided.
- e. Extra compensation and Grant Contract payments are available for pick-up after 8:30 a.m. at the Reception Desk located in the Controller's office, 103 Swords Hall, on the 15th of each month during the REGULAR ACADEMIC SEMESTERS. If the 15th falls on Saturday or Sunday, checks are available after 8:30 a.m. on the preceding Friday. NO DIRECT DEPOSIT AVAILABLE.

During SUMMER and INTERIMS, Extra Compensation and Grant Contract payments are combined with Summer and Interim payments.

- f. January or May Interim and Summer Sessions salary checks are available on the last day of each session after 8:30 a.m. and are distributed to DEPARTMENTS. NO DIRECT DEPOSIT AVAILABLE.
- g. Direct deposit of regular salary checks is available at several local banks located in the continental U.S. that accept ACH transfers by making proper arrangements with the Payroll Dept., 229 Sisson Hall.

### 2. Social Security.

Bradley University participates in the Social Security Program providing retirement, disability or death benefits. It is necessary for all new faculty members to report their social security number and income tax exemption information to the Personnel and EEO/AA Office. (Additional insurance plans which provide for retirement, death and other benefits are described below.)

### 3. TIAA-CREF Retirement Annuity Plan.

The University participates in a retirement annuity program carried with the Teacher's Insurance and Annuity Association of New York (TIAA-CREF). Full-time employees for a regular contract year<sup>6</sup> who were enrolled in this plan before coming to Bradley University, or who meet the year of service requirement<sup>7</sup>, are eligible to participate in the plan upon arrival by contributing a minimum of 5% of base salary. This amount is matched by the University.

Full-time employees for the regular contract year who do not meet the above, are eligible to participate after one year of service from the date of employment. Contribution of more than 5% of base salary may be contributed to purchase additional annuity benefits. However, University contributions are limited to 5%.

Faculty contributions may be either tax-deferred or non-tax-deferred. Tax-deferred contributions are limited by tax law.

<sup>6</sup>Regular contract refers to the nine-month academic year contract for faculty and the 12-month contract for administrative and professional staff.

<sup>7</sup>The term "year of service" means a 12-month period immediately preceding the employee's date of employment with Bradley University during which the employee was employed in a regular non-student capacity and worked 1,000 or more hours with a four-year bachelor degree granting institution of higher education.

For full details about the plan consult the brochure entitled, YOUR RETIREMENT ANNUITY, available in the Personnel and EEO/AA Office. Any additional questions should also be directed to the Personnel and EEO/AA Office.

#### **Tax-Deferred Annuities (Additional or Supplemental Retirement Annuities)**

Contributions to this Plan are made on a tax-deferred annuity (TDA) basis in addition to any contributions which may be made to Bradley University's plan. There are no contributions from the University. All employees except students and employees with retirement benefits provided under a collective bargaining agreement are eligible to begin participation on the first of the month following employment.

To participate in this Plan, an eligible employee must complete the necessary enrollment form(s), as well as a Salary Reduction Agreement, from the Personnel and EEO-AA Office. Under this agreement, the employee's salary is reduced and the amount of the reduction is applied as premiums to the TDA. Limitations on TDA contributions are subject to IRS limitations.

### **4. Custom Benefit Plan.**

The Custom Benefit Plan is a voluntary plan that allows a full-time employee to select various employee benefits to be paid with "pre-tax" dollars. Upon joining, employees may select to have the premiums of group health and life paid with "pre-tax" dollars. In addition, medical and dental expenses, not covered by health and dental insurances, and dependent care expenses can be applied to the Custom Benefit Plan.

Each employee elects how much is to be set aside from each paycheck. Any uncommitted balances at the end of the plan year are forfeited.

### **5. Group Life Insurance.**

Eligibility is effective on the first of the month following the date of employment. Insurance is available on a contributory basis in the following amounts with the University paying two-thirds of the total premium cost per faculty or administrative/professional staff member.

<u>Salary</u>	<u>Amount of Insurance</u>	<u>Salary</u>	<u>Amount of Insurance</u>
\$ 5,000 - 6,999	\$ 13,000	\$ 36,000	\$ 17,000 - 19,999
7,000 - 9,999	17,000	42,000	20,000 - 27,499
10,000 - 13,499	21,000	55,000	27,500 and above
13,500 - 16,999	28,000		

In each of the above categories, the accidental death and dismemberment coverage is equal to the life insurance coverage. For full details consult the brochure entitled YOUR GROUP INSURANCE PLAN, which is available in the Personnel and EEO/AA Office.

Employees eligible for insurance benefits with less than a 12 month tour of duty (administrative and professional staff), may make arrangements to keep insurance benefits in effect at full cost to the employee by contacting the Payroll Department before taking their unpaid leave.

### **6. Medical Insurance.**

The University offers the following medical insurance plans: basic major medical or a health maintenance organization. Dental insurance option is available with either plan. Medical insurance is available to full-time employees and their dependents. Based on a contributory basis, the University pays two-thirds of the total premium on its basic health insurance plan. Full-time employees are eligible to join within the first 31 days of employment. Coverage is effective on the first day of the employment contract or sign up, whichever is the later.

Employees eligible for insurance benefits with less than a 12 month tour of duty (administrative and professional staff), may make arrangements to keep insurance benefits in effect a full cost to the employee by contacting the Payroll Department before taking their unpaid leave.

If you do not enroll yourself and your dependents within 31 days after becoming eligible, satisfactory evidence of insurability is required for you and each dependent, or you may enroll during the "Open Enrollment" period. "Open Enrollment", as announced by the Personnel and EEO/AA office, usually occurs in the fall and is a time when an employee may enroll in or change plans. If after you become insured, you either (a) Get married - you may change your coverage to family membership within 31 days of your marriage without providing evidence of insurability; or (b) Acquire your first newborn child while you are not insured for dependents' insurance - you may enroll that child without submitting evidence of insurability if you complete the enrollment card within 31 days of the birth. Coverage becomes effective the date the employee acquired the newborn or the date the employee applied for dependent coverage, whichever is later.

Current full-time employees participating in one of the health insurance programs are eligible to continue their coverage upon retiring at age 62 or older with at least 10 years of service, provided they continue to pay their portion of the monthly premium on the same basis as that for active employees.

In the case of the death of an employee who has served the University for ten or more years and was covered by a University medical plan at the time of death, the surviving spouse may, if having reached the age of 55, continue the plan at a rate of 102% of cost until eligible for Medicare. The surviving spouse will bear the cost.

For full details, call the Personnel and EEO-AA Office, extension 3223.

## 7. Sick Leave/Short Term Disability.

During the regular contract year<sup>8</sup> for absences due to accident, sickness or pregnancy of an employee or immediate family<sup>9</sup>, full-time regular employees' salary payments will be continued by the University according to the following schedule:

Less than one year continuous service	Full pay for one month 60% for 2 additional months
One year but less than two years	Full pay for one month, 60% for 5 additional months
Two years but less than three years	Full pay for two months, 60% for 4 additional months
Three years but less than four years	Full pay for three months 60% for 3 additional months
Four years but less than five years	Full pay for four months 60% for 2 additional months
Five years and over	Full pay for six months

Unused sick leave from one year may not be carried over to the next contract year.

Disability resulting from pregnancy is treated as any other disability.

THE UNIVERSITY RESERVES THE RIGHT TO REQUIRE A LEGALLY QUALIFIED PHYSICIAN'S STATEMENT AT THE TIME THE EMPLOYEE INITIALLY CLAIMS DISABILITY AND AT THE TIME THE EMPLOYEE IS RELEASED TO RETURN TO WORK.

## 8. Long Term Disability.

Long term disability insurance is available to all full-time faculty, administrative and professional staff after one year of continuous service at Bradley University. New full-time employees are eligible to join immediately if employed by the University within three months of leaving another group total disability insurance plan. The University will pay two-thirds of the total premium cost for employees through the TIAA-CREF Total Disability Insurance policy on the first \$2,000 benefit.

Employees may elect to pay 100% of the additional premium cost up to \$5,000 monthly benefit in accordance with salary. Provided the employee has signed up for such, long-term disability becomes effective after the first 180 consecutive days of disability. Upon becoming eligible for benefits, employees will receive 60% of their basic monthly salary up to the elected maximum benefit per month less any benefit from Social Security (including dependents' benefits) and workers compensation. The benefit paid by TIAA will never be less than \$100.

Employees enrolled in TIAA-CREF pension annuity plan can be assured that 10% of their basic monthly salary will continue to be deposited in their pension fund during the period of disability.

<sup>8</sup>Regular contract refers to the nine-month academic year contract for faculty and the 12-month contract for administrative and professional staff.

<sup>9</sup>"Immediate family" shall include: grandparent, grandparent-in-law, brother, brother-in-law, sister, sister-in-law, child, step-child, daughter-in-law, son-in-law, father, father-in-law, mother, mother-in-law, spouse, grandchild and legal guardian.

During total disability, the monthly income and the annuity premium benefit will be increased each year by 3% compounded annually. For further details, contact the Personnel and EEO-AA Office.

## 9. Worker's Compensation Insurance.

Worker's compensation insurance is carried by the University. Faculty members should contact the Personnel and EEO-AA Office for additional information. Accidents should be reported to the Personnel Services Office within the first 24 hours following the accident.

## 10. Unemployment Compensation Insurance.

Unemployment compensation insurance is carried by the University. This coverage does not provide benefits during the summer months for faculty who have contracted with the University for the following Fall semester. Faculty should contact the Personnel and EEO-AA Office for further information.

## 11. Public Accident Liability Insurance and Indemnification.

The University provides coverage for accidents relating to matters of property and casualty loss. Because of the diverse circumstances that can occur it is not practical to describe the form, nature and applicability of all coverage in this document.

The University does defend and indemnify its employees from claims of civil liability arising from work performed by them while discharging their University assigned responsibilities. This indemnification applies only when the act or omission giving rise to the claim of liability, when reviewed by a reasonable and prudent person, would be considered to be within the employee's assigned responsibilities.

## 12. Tuition Provisions for Faculty and Administrative Staff.

- a. A full-time employee, 12 months after beginning service, may take a maximum of 6 semester hours of undergraduate and graduate courses per session at \$5.00 per semester hour. Courses may be taken during one's scheduled work period with supervisor's approval.
- b. The spouse of a full-time employee who is exempt from the Federal Labor Standards Act may take graduate courses at \$5.00 per semester hour.<sup>10</sup> The spouse of a non-exempt full-time employee is eligible for graduate course tuition remission of 50%, if classroom space is available.<sup>10</sup>
- c. A full-time employee's dependents and spouse are eligible for tuition remission for undergraduate courses based on the following number of years of full-time service:

During 1st year	0%
During 2nd year	25%
During 3rd year	50%
During 4th year	75%
After 4th year	100%
- d. A full-time employee's dependents are eligible for graduate course tuition remission of 50% if classroom space is available.
- e. Tuition remission for all personnel shall be on the same basis during the summer and interim sessions as for the regular school year. Tuition remission participants may not be counted as part of the required number of students to begin a class.
- f. A deceased employee's dependents will be eligible for undergraduate and graduate course tuition remission if the employee served the University full-time for 3 years or more.

<sup>10</sup>Tuition remission for graduate courses taken by employees or members of their families is taxable to the employee.

- g. A full-time employee's dependents at the time of retirement or University-initiated release from the University (except for cause) will be eligible for undergraduate and graduate<sup>10</sup> course tuition remission if the employee served the University full-time for 10 years or more.
- h. Full-time employees who are exempt from the Fair Labor Standards Act and their spouses and dependents shall pay 2/3 of the fee for Applied Music.<sup>10</sup>
- i. ROTC staff: Same regulations as apply to full-time faculty and non-academic personnel and their spouses and dependents shall apply. Commissioned officers have full-time faculty status; non-commissioned officers are classified as non-academic personnel.
- j. Part-time faculty members, their spouses and dependents may receive remission of tuition on the basis of one hour of undergraduate credit for each semester hour taught, and one hour of graduate credit for each two semester hours taught. The privilege of accumulating tuition remission credit will commence after a part-time faculty member has taught nine semester hours. Tuition remission records for part-time faculty are maintained in the Office of the Provost and Vice President for Academic Affairs.
- k. No application fees shall be required for those who are eligible for tuition remission.
- l. Any and all exceptions to these regulations must have the approval of the President. In order that registration may be processed promptly, any request for exception should be made in ample time for consideration to be given before the applicant appears for registration.
- m. A Tuition Remission Application form must be completed at the Financial Assistance Office by each participant in tuition remission so that the appropriate credit is posted to the student's registration form. The Tuition Remission Application will be available during the registration period. The Financial Assistance Office may request the participant to present the employee's I.D. card in order to verify eligibility.
- n. The above procedure is applicable each session of school and applies only to courses offered on-campus.
- o. The Division of Continuing Education and Professional Development may permit Bradley employees, spouses and dependents to attend noncredit community service courses, institutes, seminars or extension courses at reduced rates.

### **13. Tuition Exchange Program.**

Bradley University is a participant in a tuition exchange program along with a number of other colleges and universities. A very limited number of children of full-time employees may be eligible to receive a tuition exchange scholarship at one of these participating institutions. Years of service determines eligibility for participation. Typically more than 15 years of service is necessary to participate. Contact the Financial Assistance Office for more information by October 1st of the year prior to the intended use of the scholarship.

### **14. Faculty Procurement Guide for Expenses (Candidate for Bradley positions).**

The cost of round trip transportation to Bradley University will be paid. Cost of airplane accommodations are limited to coach fare. Automobile travel is determined at the current rate per mile, not to exceed the round trip air coach fare. (Current rate available from the Controller's Office.)

Usually the candidate should have to be reimbursed for only one night's lodging. The University does not pay for viewing of in-room movies.

It is expected that moderation will be exercised in the expenses incurred for meals and entertainment during the interview process and that the fewest feasible number of persons be involved.

<sup>10</sup>Tuition remission for graduate courses taken by employees or members of their families is taxable to the employee.

Meals of the candidate, not covered above, are also paid by the University.

Support for off-campus interviews must be approved in advance by the Dean of the College and the Provost and Vice President for Academic Affairs.

Deans must also approve all invitations extended to candidates for on-campus interviews, and requests for reimbursement.

Receipts for air tickets, ground transportation, parking, meals, and motel expenses must be submitted with a requisition form through the Dean, then to the Provost and Vice President for Academic Affairs.



# **CHAPTER 6**

## **Academic and Other Policies**

## **A. BRADLEY UNIVERSITY GENERAL EQUAL OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT**

Bradley University is committed to non-discrimination and equal opportunity in employment, programs, activities, and treatment for all job applicants and members of its student body, faculty, and staff regardless of race, color, religion, sex, national origin, age, disability, veteran status, or other factors prohibited by law. Exception is made when justified as a bona fide occupational qualification.

Further, Bradley University is committed to provide and promote equal opportunity to all persons through positive, ongoing Affirmative Action efforts.

(See Article V, Section 14, of the Bradley University Senate Constitution, page 20 of this HANDBOOK for the functions and composition of the Committee on Affirmative Action.)

# B. PRINCIPLES, RULES, AND REGULATIONS GOVERNING THE USE OF HUMAN SUBJECTS IN RESEARCH AT BRADLEY UNIVERSITY

## 1. Introduction and Background.

When human beings are used as subjects in research projects, safeguards must be established to protect their health, well-being, and rights. Under the policies established by the Department of Health and Human Services (HHS), this protection was extended to all human subjects regardless of the nature of research being performed. This protection required that Institutional Review Boards (IRB) at colleges and universities be established to review and act on all research proposals involving human subjects. On January 26, 1981, HHS revised guidelines and exempted certain forms of research involving human subjects from review by Institutional Review Boards.

## 2. Research Exempt from Review by the Bradley University Institutional Review Board.

- Category 1. Common Educational Practices:** Research involving regular or special instructional strategies, or research on the effectiveness of or the comparison among instructional techniques, curricula, or classroom management methods.
- Category 2. Educational Testing:** Research involving the use of educational tests (cognitive, diagnostic, aptitude, achievement) if information taken from these sources is recorded in such a manner that subjects cannot be identified, directly or through identifiers linked to the subjects.
- Category 3. Survey and Observation:** Any research involving survey and observation is exempt except where any one of the following exists: (a) subjects can be identified either directly or indirectly; (b) subject responses if they became known outside the research could place the subject at risk of criminal or civil liability or be damaging to the subject's financial standing or employability; or (c) the research deals with sensitive aspects of the subject's own behavior, such as illegal conduct, drug use, sexual behavior, or use of alcohol.
- All research involving survey or interview procedures is exempt, without exception, when the respondents are elected or appointed public officials or candidates for public office.
- Category 4. Data Collection and Study:** Research involving collection or study of existing data, documents, records, pathological specimens, or diagnostic specimens if these sources are publicly available or if the information is recorded by the investigator in such a manner that subjects cannot be identified, directly or through identifiers linked to the subjects.

The Bradley IRB requires a letter signed by both the project director and department chairperson indicating that, in their opinion, exempt research is to be conducted. This letter must be filed with the IRB prior to initiating the study. The IRB will decide whether the proposal is in fact exempt and will notify the project director.

**NOTE: Research Involving Children.** Research involving children does not involve the same exemptions as noted above. Research involving participant observation is exempt only if the investigator does not participate in the activities being observed. Survey research and interview procedures involving children are not exempt.

Researchers involving children in their projects are urged to contact the committee for a copy of the Federal Rules and Regulations (Federal Register, Vol. 48, No. 46, Tuesday, March 8, 1983) governing the use of the children, which the committee will supply.

### **3. Research Requiring Review by the Bradley University Institutional Review Board.**

All research not covered in section 2 above must have approval of the Bradley University Institutional Review Board before it can be initiated. The Bradley University Institutional Review Board, which has been duly constituted in accordance with HHS guidelines, is the Committee on the Use of Human Subjects in Research (CUHSR). The CUHSR reviews and has the authority to approve, require modification in (to receive approval) or disapprove all research activities covered by HHS guidelines.

In order to approve a research project, the CUHSR shall determine that all of the following requirements are satisfied:

- a. Risks to the subjects are minimized.
- b. Risks to the subjects are reasonable in relation to anticipated benefits, if any, to the subjects, and the importance of the knowledge that may be reasonably expected to result.
- c. Selection of subjects is equitable.
- d. Informed consent must be obtained from each subject prior to participation or from the subject's legally authorized representative.
- e. Informed consent will be appropriately documented.
- f. Where appropriate, the research plan makes adequate provision for monitoring the data collected to insure the safety of subjects.
- g. Where appropriate, there are adequate provisions to protect privacy of subjects and to maintain the confidentiality of data.
- h. Where some or all of the subjects are likely to be vulnerable to coercion or undue influence, such as persons with acute or severe physical or mental illness, or persons who are economically or educationally disadvantaged, appropriate additional safeguards have been included in the study to protect the rights and welfare of these subjects.

The CUHSR shall have the authority to suspend or terminate approval of research that is not being conducted in accordance with the IRB's requirements or that has been associated with unexpected serious harm to subjects.

CUHSR regulations require that research involving any level of deception be followed by an appropriate debriefing of all subjects. Debriefing procedures should be specified in the CUHSR application form.

### **4. General Requirements of Informed Consent.**

No investigator may involve a human being as a subject in research covered by these regulations unless the investigator has obtained the legally effective informed consent of the subject or the subject's legally authorized representative. An investigator shall seek such consent only under circumstances that provide the prospective subject or the representative sufficient opportunity to consider whether or not to participate and that minimize the possibility of coercion or undue influence. The information given to the subject or the representative shall be in language understandable to the subject or the representative. No informed consent, whether oral or written, may include any exculpatory language through which the subject or the representative is made to waive or appear to waive any of the subject's legal rights, or releases or appears to release the investigator, the sponsor, the institution, or its agents from liability for negligence.

Basic elements of informed consent shall include the following:

- a. A statement that the study involves research, an explanation of the purposes of the research and the expected duration of the subject's participation, a description of the procedures to be followed, an identification of any

procedures which are experimental;

- b. A description of any reasonable foreseeable risks or discomforts to the subject;
- c. A description of any benefits to the subject or to others that may be reasonably expected from the research;
- d. A disclosure of appropriate alternative procedures or courses of treatment, if any, that might be advantageous to the subject;
- e. A statement describing the extent, if any, to which confidentiality of records identifying the subject will be maintained;
- f. If more than minimal risk is involved, an explanation must be provided as to whether any compensation or medical treatments are available if injury occurs and, if so, what they consist of, or where further information may be obtained;
- g. An explanation of whom to contact for answers to pertinent questions about the research and the research subject's rights, and whom to contact in the event of a research-related injury to the subject; and
- h. A statement that participation is voluntary, and that refusal to participate will involve no penalty or loss of benefits to which the subject is otherwise entitled and that the subject may discontinue participation at any time without penalty or loss of benefits.

Where appropriate, the following elements of informed consent must also be included;

- a. A statement that the particular treatment or procedure may involve risks to the subject that are currently unforeseeable;
- b. Anticipated circumstances under which the subject's participation may be terminated by the investigator without regard to the subject's consent;
- c. Any additional costs to the subject that may result from participation in the research;
- d. The consequences of a subject's decision to withdraw from the research and procedures for orderly termination of participation by the subject;
- e. A statement that significant new findings developed during the research that may relate to the subject's willingness to continue participation will be provided to the subject; and
- f. The approximate number of subjects involved in the study.

The CUHSR has the authority to approve a consent procedure that does not include or that alters some or all of the previously mentioned elements of informed consent or waive the requirements for informed consent if, either:

- a.
  - 1) The research involves no more than minimal risk;
  - 2) The waiver or alteration does not adversely affect the rights and welfare of the subjects;
  - 3) The research could not practically be carried out without the waiver or alteration; and
  - 4) Wherever appropriate, the subjects will be provided with additional pertinent information.

or

- b.
  - 1) The research is to be conducted for the purpose of demonstrating or evaluating
    - a) federal, state, or local benefit or service programs which are not themselves research programs;
    - b) procedures for obtaining benefits or services under these programs; or

- c) possible changes in or alternatives to these programs or procedures; and
- 2) The research could not practicably be carried out without the waiver or alteration.

## 5. Documentation of Informed Consent.

Informed consent shall be documented by the use of a written consent form approved by CUHSR and signed by the subject or the subject's legally authorized representative. A copy shall be given to the person signing the form.

## 6. Procedure for Committee Review.

It is the responsibility of the investigator (faculty member, administrator, or student) using humans in a covered research project to submit the appropriate application materials for Committee review in accordance with the following guidelines.

- a. Complete the application form, an appropriate informed consent form, and a signed Department consent form.
- b. Submit all completed forms to the Chairperson of the Committee on the Use of Human Subjects in Research. The Committee meets monthly when there is business to conduct. Application materials should be submitted at least one week prior to a meeting. Submit ten copies of all materials to permit distribution to individual members of the Committee.
- c. Written responses concerning Committee action and/or approval forms will be sent to the applicant within one week following final action by the Committee.
- d. The Committee reserves the right to consult with subject matter, medical, or legal experts concerning any projects submitted for review. If expert review of a proposal is deemed necessary by the Committee a substantial delay in Committee action should be anticipated.
- e. In the event that a project is denied approval by the Committee, the applicant will be notified in writing of the reasons for disapproval and will be given the opportunity to respond in person or in writing.
- f. All research projects that have been approved by the Committee may be subject to further review or disapproval by appropriate officials of the University. Projects that have been disapproved by the Committee may not be subsequently approved by the University President.
- g. Major changes in the research design and/or procedures following Committee approval must be resubmitted to the Committee as an amended proposal. In addition, a final status report, available from the CUHSR chair, must be completed at the end of the project.
- h. Approval of a project does not remove the researcher's legal responsibility for the project. The researcher is expected to retain signed individual informed consent forms for a period of five years. The Committee's approval of a project constitutes only a statement by the Bradley Committee that it believes the rights of human beings will be adequately protected.
- i. A statement describing the methods and procedures used to protect human beings and insure confidentiality for an exempt, but yet sensitive project using human subjects, should be filed with the Chairperson of the Committee on the Use of Human Subjects in Research. This statement must be signed by the researcher, faculty advisor (if the researcher is a student), and the Department Chairperson.
- j. Questions concerning application procedures and guidelines should be referred to the Chairperson of the Committee on the Use of Human Subjects in Research.

## C. GUIDELINES FOR CARE AND USE OF NONHUMAN VERTEBRATES IN RESEARCH AND EDUCATION

It is the policy of Bradley University to ensure the appropriate care and use of all live vertebrate animals involved in research, research training and biological testing activities. To effect this policy Bradley University has established an Institutional Animal Care and Use Committee (IACUC) which will act in accordance with the Animal Welfare Act [Public Law 89-544, 1966, as amended (P.L. 91-579 and P.L. 94-279) 7 U.S.C. 2131 et. seq.]. The specific guidelines for the care and use of animals as adopted by Bradley University are to be found in the Guide for the Care and Use of Laboratory Animals, U.S. Department of Health and Human Services, Public Health Service, National Institutes of Health, NIH Publication No. 85-23, Revised 1985, or succeeding revised editions (Hereinafter referred to as the Guide).

### 1. Functions of the Institutional Animal Care and Use Committee.

- a. To review annually the institution's program for humane care and use of animals.
- b. To inspect annually all of the institution's animal facilities.
- c. To review any complaints involving the care and use of animals.
- d. To make recommendations to the responsible institutional official regarding any aspect of the animal programs and facilities.
- e. To review, approve, require modifications or withhold approval of all research proposals, internal or external.
- f. To review, approve, require modifications, or withhold approval of significant proposed changes in ongoing research activities.
- g. To review, approve, require modifications, or withhold approval, of educational and/or research training activity proposals.
- h. To suspend any activities in violation of the requirements listed below in Section 2.
- i. To notify applicants in writing of decisions to approve or withhold approval of research proposals or research training activities. All projects which have been approved by the IACUC may be subject to further review and possible disapproval on grounds other than animal care and use by appropriate institutional officials. However, projects which have been disapproved by the IACUC may not be subsequently approved by any official of the University.
- j. To notify, in writing, the responsible University official of any suspension of activities and to confer with that official as to the appropriate corrective action to be taken.
- k. To consult with experts such as veterinarians, medical researchers or legal representatives concerning any research proposals or other activities.
- l. To hold meetings as required by the submission of proposals but under no conditions less than four times per year. A quorum is a majority of the members of the IACUC.

### 2. Requirements in the Use and Care of Animals.

- a. Procedures will avoid or minimize discomfort, distress, and pain to the animals, consistent with sound research design.
- b. Procedures that may cause more than momentary or slight pain or distress will be performed with appropriate sedation, analgesia or anesthesia unless the procedure is justified for scientific reasons by the investigator and approved by IACUC.

- c. Animals that would otherwise experience severe or chronic pain or distress that cannot be relieved will be painlessly sacrificed as soon as practicable.
- d. The living conditions of all animals must be appropriate for their species and contribute to their health and comfort as indicated in the Guide.
- e. Medical care for animals must be available and provided as necessary by a qualified veterinarian.
- f. Personnel conducting research or demonstrations must be qualified and trained in these procedures.
- g. Methods of euthanasia must be consistent with the recommendations of the American Veterinary Medical Association Panel on Euthanasia<sup>14</sup> unless a deviation is justified for scientific reasons by the investigator and is approved by the IACUC.
- h. Any procedure involving training of students which subjects animals to discomfort, distress or pain must be supervised by a qualified member of the faculty.

### **3. Information Required in Proposals for Research Activities, Training or Biological Testing.**

- a. Identification of the species and the appropriate number of animals to be used.
- b. The rationale for using animals and for the appropriateness of the species and numbers to be used.
- c. A complete description of the proposed use of the animals and the rationale for the proposed research or training activities.
- d. An assurance that discomfort and injury to animals will be limited to that which is unavoidable in the conduct of research and training, and that analgesic, anesthetic, and tranquilizing drugs will be used where indicated and appropriate to minimize discomfort and pain.
- e. A description of any euthanasia method to be used.
- f. Any significant change in procedure or use of animals requires that a new proposal be submitted to the IACUC.
- g. An animal progress report of an approved research and training project must be submitted to the chairperson of the IACUC.



## D. NONSMOKING 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 nonsmoking policy will be in place.

1. There will 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 will be no smoking in any corridor, lobby, restroom, 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 nonsmoking for the event only. The conference facilities director shall encourage the leasee 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.

## **E. COMPLIANCE WITH DRUG-FREE SCHOOL AND COMMUNITIES ACT**

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. Education, the process of learning, can be especially impaired, creating serious health problems, strained social interactions, and decreased productivity. Problems associated with illicit use and abuse of substances harm the University and the community at large. Such problems are not identified with particular socioeconomic groups or age levels.

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.

## F. POLICY STATEMENT ON TELEVISED INSTRUCTION

An important goal of the University is to facilitate the development of outstanding instructional materials to support the educational objectives of the various curricula. The use of instructional technology to enhance the learning process is one to which the University subscribes and urges the faculty to seek greater understanding of the available opportunities.

A primary objective of Information Technologies and Resources is to provide support to the faculty to assist in the production of instructional materials. An incidental benefit may be the use of developed materials for additional constituencies beyond the confines of the institution. In such cases, the University would like to share any net financial gain with those faculty whose scholarly contribution makes possible the availability of such educational material.

The University shall reserve all rights, including copyright, to produced work subject to the restriction related to the use of such work as per agreement with the instructor and as sanctioned by the appropriate College.

Guidelines for such matters as released time, instructor autonomy, revisions, compensation and off-campus use are as follows.

### 1. Released Time.

- a. The direct video taping of classroom instruction usually requires minimal additional commitment. Where preparation and presentation are nominal, released time will normally not be justified.
- b. It usually requires much time and effort to prepare instruction specifically for televised presentation in a production/studio environment. Released time, when authorized for preparation and/or presentation of such televised instruction, may be made available in lieu of direct compensation. The responsibility of the College, subject to review by the Provost and Vice President for Academic Affairs.

### 2. Instructional Autonomy.

- a. Colleges, departments, and faculty members have the same degree of autonomy and responsibility with respect to televised instruction, including recordings, as they have concerning any other mode of instruction. Generally, the produced work of one faculty member will not be used by another except by prior agreement.
- b. A faculty member's instructional material may be made available for general use in the Library, such as student review of recorded lessons, on the same basis as other library materials.

### 3. Revision of Recorded Materials.

Recorded instruction should be revised periodically in order to be kept current, and to improve the effectiveness of the presentation. The extent, nature, and frequency of revision are matters for academic unit determination in which the professional judgment of the instructors directly involved should be given due consideration. Proposals to revise should be submitted to Information Technologies and Resources for budgetary consideration if major expense is anticipated for such a revision.

### 4. Compensation.

- a. When classroom videotaped instruction prepared by a faculty member is used by the University for tuition paid instruction at times other than the regular class schedule or is not part of a usual faculty load assignment, residual compensation for the faculty member may apply. Such compensation will generally be ten percent of the actual fee or tuition income derived (prorated if contact time is less than a full course).
- b. Instructional material produced at Information Technologies and Resources requiring a comprehensive professional staff and production environment is to be treated as contracted production except for pilot programs. Compensation for production of such educational materials may include released time or reduction of load, grants, commissions, or combination thereof.

- c. Special compensation may apply to non-traditional use of Bradley University produced material subject to certain stipulations. Exclusive of residual compensation due production for use of instructional material, compensation may be authorized for tutorial or instructional services.
- 1) The general guidelines for compensation are:
    - a) Up to 7% of academic salary for an equivalent of 3 semester hour course having 10 or more students enrolled.
    - b) For fewer than 10 students, compensation will be based on 40% of tuition income for tutor or instructor.
    - c) Residual compensation to the originator for use of produced work will be 10% of tuition income.
  - 2) Stipulations.
    - a) Use of TV-based instruction shall not erode enrollments of regularly scheduled courses.
    - b) The offering of TV-based instruction, except for occasional application to serve needs of individual students, requires concurrence by the Dean of the College and the Executive Director of Continuing Education and Professional Development. Additionally, Information Technologies and Resources shall be consulted concerning logistics prior to scheduling such instruction.
    - c) Instructor compensation whether traditional, non-traditional or combinations thereof shall be consistent with contractual policies pertinent to faculty compensation prevailing at the University.
  - d. The University will not enter into external agreements on the use of a faculty member's work unless sanctioned by prior agreement. It is to be expected that royalties or residual compensation will, in general, not accrue until full production cost and/or salary equivalent for released time incurred in the preparation of televised instruction is recovered. This expectation will not apply to nominal classroom videotaping where compensation criteria outlined in Section 4, on page 99, will be the operative guideline.
  - e. Information Technologies and Resources shall provide appropriate administrative officers with necessary data concerning cost of production when TV instructional material generates income.
  - f. If an instructor's association with a course for which he or she has developed televised materials is terminated by change of assignment, resignation, leave, death or any other reason – the recorded material may continue to be used as per prior agreement with the instructor and as sanctioned by the College. The instructor, or the estate, will be eligible for compensation under the preceding conditions and procedures.
  - g. For circumstances not covered in the section on compensation, agreements may be individually negotiated subject to approval of the Provost and Vice President for Academic Affairs.

## **5. Use of University Produced Video Instruction by Separate Agencies or Individuals.**

Recorded instructional materials will not be released for use by individuals or institutions external to the University without prior consent of the College, the instructor concerned, and the Associate Provost for Information Technologies and Resources.

## **6. Retention of Educational Materials.**

- a. Videotapes will normally be retained beyond one year if the instructor requests their retention for an anticipated future use or if their present use justified continued retention.
- b. The instructor will be contacted prior to erasure of instructional material, concerning disposition.

- c. The University reserves the right to discontinue external or internal use of any videotaped material. In such instances, should a faculty member wish to acquire possession of the produced work, the University will extend the opportunity to the faculty member to purchase the material at a cost that will allow full recovery of the University's incurred expense.

## **7. Grants and Contracts for the Development of Instructional Recordings.**

By agreement with the departments, divisions and faculty members concerned, the University may accept grants or contracts for developing programs or courses for regional or national distribution. These programs might include recordings to be broadcast to the general public or those for use in formal instruction. The regular administrative procedures of the University concerning grants and contracts would prevail in such cases, and specific agreements would be negotiated with the sponsoring organizations concerning budgets, ownership rights in the recorded materials, or royalty arrangements. Faculty members engaged in such projects would be granted released time appropriate to the portions of their salaries paid from the project budgets. When circumstances warrant, special royalty agreements would be negotiated with individual faculty members.

# G. POLICY FOR PATENTS AND COPYRIGHTS

## 1. Purpose.

The purpose of this policy is to establish general guidelines for the determination of ownership of patents and copyrights created or developed by employees of Bradley University within the scope of their employment. This policy has as its primary purpose the protection of employees' rights in their creative efforts and the recognition of their ownership interests except when the University has established its superior interest in ownership according to the following guidelines.

## 2. Guidelines for Intellectual Property Ownership.

The University recognizes that patented items as well as copyrighted works may result from the activities of University employees in the course of their normal teaching, research, and service duties through use of normally available University facilities, funds, and resources (hereafter "scope of employment"). Ownership of patents and copyrights created within the scope of the employee's employment shall remain with the employee unless:

- a. The patent is conceived or reduced to practice as a result of a duty which is specifically assigned to and agreed to in writing. Specifically excluded as "assigned and agreed to in writing" are normal planning documents created by faculty as part of a management-by-objective system.
- b. In regard to copyrights, the University will be the owner of works created pursuant to a written agreement signed by the University and the employee which states that the work will be considered to be a "work made for hire."
- c. The patent is conceived or reduced to practice, or the copyright is created as a result of a contractual duty with an external agency and the contract with that agency assigns responsibility for ultimate disposition of the patent or copyright to the University.
- d. The University retains ownership of any inventions and/or works created through the use of University facilities and equipment which are not available to employees in the course of their normal duties.

A special exception to the above guidelines exists when computer software is created as an integral part of course offerings at the University. In such instances, the faculty member(s) will retain ownership of the copyright; but the University shall have the right to royalty-free use of the software. If the software is sold directly to the students as part of a textbook package, then the University shall have no rights to royalty-free use of the software.

In the event of the creation of invention or works to which the exceptions concerning University ownership apply, employees involved will promptly disclose the invention or work to the University and will not publish or otherwise disclose the invention or work to others.

## 3. Revenues from University-owned Patents and Copyrights.

Unless otherwise agreed between the employee and the University, or unless otherwise specified in a contract with an external agency relative to the patent or copyright, revenues shall be divided one-half between the employee(s) and the University after direct costs (e.g., cash expenditures) have been deducted. No overhead may be deducted.

## 4. Employee and University Responsibilities.

If the University is entitled to ownership of a patent or copyright according to the guidelines above, the employee involved will promptly disclose the invention or work to the University and will not publish or otherwise disclose the invention or work to others. Also, the employee shall assist the University in the development and acquisition of the copyright. If the University has no ownership rights to a patent or copyright according to the guidelines above, the University shall have no obligation to assist the employee in the development or acquisition of the patent or copyright.

## **5. Separately Negotiated Agreement.**

In cases where the University would have an interest or ownership right in a patent or copyright, then these guidelines do not preclude a separately negotiated agreement among all interested parties.

# H. POLICY ON RESEARCH MISCONDUCT

## 1. Introduction

This policy defines research misconduct and describes the procedures for handling allegations of research misconduct at Bradley University. This policy applies to academic employees involved in funded or unfunded research activities associated with the University.

Research misconduct in academe is an intolerable threat to the most fundamental purpose of a university: the search for truth and knowledge. Dishonesty among academic researchers is uncommon relative to the large amount of scholarship in which colleges and universities engage, but violations of professional standards can occur in this as in other types of human pursuit. While research at Bradley University has traditionally and routinely been performed at a high level of quality and academic integrity, the potential consequences of misconduct are so serious that the University must provide policies and procedures to review, investigate, and report allegations of misconduct, even if cases will arise only rarely.

Bradley University expects research engaged in by members of the University community to conform to highest ethical standards. Anyone with concerns about impropriety in a research project should communicate those concerns through appropriate channels. If they cannot be communicated directly to the researchers involved, or if such action has an unsatisfactory result, then the concerns should be brought to the Associate Provost and Dean of the Graduate School. In many cases, however, a person may not be able to determine whether the problem he or she perceives with a research project constitutes misconduct. The people listed in this document to whom formal allegations should be brought can provide guidance in ambiguous situations.

In the event of a case of alleged misconduct, all persons involved in the proceedings are expected to cooperate fully and to conduct themselves in an ethical manner. They have an obligation to strive for impartiality and objectivity, with ample respect for the care needed in reviewing allegations of misconduct and the personal and professional harm that can result from unfounded accusations. Confidentiality in the proceedings is to be preserved to the greatest extent compatible with effective and efficient response. All parties are to be treated justly and fairly and with due respect to their reputations and future professional opportunities. The proceedings should be conducted as expeditiously as possible, in order to arrive at the resolution of charges in a timely fashion.

## 2. Definitions

- a. Research Misconduct is behavior that fails to respect the intellectual contributions or property of others, that intentionally impedes the progress of research, that risks corrupting the scientific record, or that compromises the integrity of scientific practices. Research misconduct does not include unintentional error or honest differences in interpretation or judgments of data. Examples of research misconduct include, but are not limited to the following:
  1. Falsification of data: fabrication of data, deceptive reporting of data, purposeful omission of conflicting data.
  2. Misrepresentation: Reckless disregard for the truth by stating or presenting a material or significant falsehood; or omitting a fact so that what is stated or presented as a whole states or presents a material or significant falsehood.
  3. Plagiarism: representing another's work as one's own.
  4. Misappropriating other's ideas: the unauthorized use of privileged information (such as violation of confidentiality in peer review), however obtained.
  5. Interference: Intentionally and without authorization taking or sequestering or materially damaging any research-related property of another used or produced in the conduct of research.
  6. Material failing to comply with established requirements that relate to the conduct of research (e.g., for the protection of researchers, human subjects, animal subjects, or the public).



7. Misappropriating research funds, including, but not limited to, the diversion of external funds to purposes not appropriately related to the funded research project.
- b. Academic Employee means a University employee who ultimately reports to the Provost and Vice President for Academic Affairs.
  - c. Complainant means a person who makes an allegation of research misconduct
  - d. Respondent means the person against whom an allegation of research misconduct is directed or the person whose actions are the subject of the inquiry or investigation. There can be more than one respondent in an inquiry or investigation.
  - e. Allegation means any written or oral statement or other indication of possible research misconduct made to an institutional official
  - f. Good faith allegation means an allegation made with the honest belief that research misconduct may have occurred. An allegation is not in good faith if it is made with reckless disregard for or willful ignorance of facts that would disprove the allegation
  - g. Inquiry is the initial fact-finding to determine whether an allegation or apparent instance of research misconduct warrants an investigation.
  - h. Investigation means the formal examination and evaluation of all relevant facts to determine if misconduct has occurred, and, if so, to determine the responsible person and the seriousness of the misconduct.
  - i. Research record means any data, document, computer file, computer diskette, or any other written or non-written account or object that reasonably may be expected to provide evidence or information regarding the proposed, conducted, or reported research that constitutes the subject of an allegation of research misconduct. A research record includes, but is not limited to, grant or contract application, whether funded or unfunded; grant or contract progress and other reports; laboratory notebooks; notes; correspondence; videos, photographs; X-ray film; slides; biological materials; computer files and printouts; manuscripts and publications; equipment use logs, laboratory procurement records; animal facility records; human and animal subject protocols; consent forms; medical charts; and patient research files.
  - j. Retaliation means any action that adversely affects the employment or other institutional status of an individual that is taken by an institution or an employee because the individual has made a good faith allegation of research misconduct or of inadequate institutional response thereto or has cooperated in good faith with an investigation of such allegation.

### 3. Procedures for Handling Allegations of Research Misconduct

#### a. The Filing of a Complaint and the Initiation of an Inquiry

If any administrative officer referred to herein has a conflict of interest in a case, or is the complainant, then the next higher administrative officer will appoint some other person to assume the responsibility.

Allegations of research misconduct shall be reported to the Associate Provost and Dean of the Graduate School. He or she may counsel confidentially any individual who comes forward with an allegation of misconduct.

If consistent with law, regulations of the granting agency, and provisions of contracts, the University may seek informal resolution of the issue. Informal resolution could include direct discussion between the complainant and respondent or facilitated discussion including the Associate Provost and Dean of the Graduate School, Department Chairs, Deans, or others.

If the Associate Provost and Dean of the Graduate School determines that the concern does fall under the jurisdiction of this policy, he or she will discuss the inquiry and investigation procedures with the individual who has questions about the integrity of a research project (the complainant). If the complainant chooses to make a formal allegation, a written complaint must be submitted to the Associate Provost and Dean of the Graduate School specifying both the alleged misconduct and the evidence that supports the allegation.

Formal allegations may not be made anonymously, for this precludes the acquisition of further pertinent information from the complainant.

#### 1. Initial Response to Possible Research Misconduct

If a formal complaint is filed, the Associate Provost and Dean of the Graduate School must, within seven days, determine (a) if the alleged misconduct falls under the jurisdiction of the policy on research misconduct, and (b) if there is sufficient cause to warrant an inquiry. If the answers to both questions are yes, an inquiry must begin as soon as possible. If the answer to either question is no, then the Associate Provost and Dean of the Graduate School will notify the complainant of the negative decision. When the Associate Provost and Dean of the Graduate School determines an inquiry is not merited, the complainant may refile the complaint with the Associate Provost and Dean of the Graduate School, who must initiate an inquiry.

If a formal complaint is not filed, the Associate Provost and Dean of the Graduate School may still initiate an inquiry. Once aware of potential research misconduct, by whatever means, the Associate Provost and Dean of the Graduate School is obligated to determine whether the evidence appears strong enough to merit conducting an inquiry. If the evidence is strong enough to merit an inquiry, the Associate Provost and Dean of the Graduate School will become the complainant filing a formal complaint with the Provost and Vice President for Academic Affairs. In such cases see 3a paragraph 1.

The Associate Provost and Dean of the Graduate School, or the Provost and Vice President for Academic Affairs if the Associate Provost and Dean of the Graduate School file the complaint, initiate an inquiry by notifying in writing both the complainant and respondent that a request has been made to the Executive Committee of the University Senate to create a Research Standards Committee (See c2 for details). It is the Research Standards Committee which conducts the inquiry and any subsequent investigation.

#### 2. The Research Standards Committee

##### a. Purpose

A Research Standards Committee shall be created to conduct the inquiry, and if merited the investigation of the alleged research misconduct.

##### b. Committee Membership

The Research Standards Committee shall consist of five full-time faculty members, appointed by the Executive Committee of the University Senate. The Associate Provost and Dean of the Graduate School shall participate as an ex-officio and non-voting member and serve as a resource person to the Executive Committee. Committee members should not have a close professional or personal affiliation with the complainant or the respondent in a given case. Committee members should be unbiased, have appropriate academic or other backgrounds for judging the issues being raised, and have no real or apparent conflicts of interest with the case being investigated.

Immediately upon creation of the Research Standards Committee, the Associate Provost and Dean of the Graduate School will notify the respondent of the Committee's membership. The composition of the Committee may be challenged for cause by the respondent. Any respondent challenges to the Committee's composition must be submitted in writing to the Associate Provost and Dean of the Graduate School within five days of the respondent being notified of the Committee's membership. The University Senate Executive Committee will decide the validity of a challenge for cause and appoint any needed replacements.

##### c. Structure and Resources

The Committee will elect a chairperson and secretary, who will maintain Committee records. All records will be securely stored at the Office of the Associate Provost and Dean of the Graduate School. The Committee may call upon the Office of the Associate Provost and Dean of the Graduate School for support beyond maintaining records (e.g., any financial resources required for the Committee to call upon on- or off campus consultants necessary to assist in reviewing a case). When necessary in either inquiry or investigation, the Committee may call upon experts.

b. Inquiry

1. Purpose

In the inquiry, factual information is gathered and expeditiously reviewed to determine if an investigation of the charge is warranted. An inquiry is not a formal hearing, nor is it to conclude that misconduct has occurred; it is intended to separate allegations deserving of further and more detailed examination from frivolous, unjustified, or clearly mistaken allegations. An inquiry is undertaken to determine whether an investigation is to be conducted.

2. Process

To initiate an inquiry, the Associate Provost and Dean of the Graduate School shall (1) inform the Executive Committee of the University Senate of the need for an inquiry, and (2) notify the respondent of the charges and the process that will follow. Notification will be made in writing and copies will be securely maintained and held confidential in the office of the Associate Provost and Dean of the Graduate School. The only role of the Executive Committee of the University Senate is to promptly form the Research Standards Committee. The Associate Provost and Dean of the Graduate School should provide the Executive Committee with the information necessary for the appointment of Research Standards Committee that is neutral and possesses the needed expertise for the case.

All meetings of the Committee will be closed and kept confidential.

The respondent is obligated to cooperate in providing the material necessary to conduct the inquiry and will be so informed by the Committee when the inquiry is initiated. Uncooperative behavior may result in immediate implementation of a formal investigation and appropriate institutional sanctions. The respondent will be given an opportunity to comment on the allegations during the inquiry and to respond to a draft copy of the inquiry findings. If he or she comments on that report, the comments may be made part of the final inquiry record. The respondent may address the Committee, if he or she desires. When appearing before the Committee the respondent may be accompanied by an advisor and/or counsel of choice at the respondent's expense; however, the advisor and/or counsel is advisory only and will not be permitted to speak on the respondent's behalf.

Inquiries should be resolved expeditiously. The inquiry phase should be completed and the final report of the findings submitted to the Provost and Vice President for Academic Affairs within 60 days of the initiation of the inquiry or within a shorter time period if so specified by a funding agency. If the Committee anticipates that the established deadline cannot be met, it should submit to the Provost a report citing the reasons for the delay and describing progress to date; it should also inform the respondent and other involved individuals. If the inquiry takes longer than 60 days to complete, the final report will include documentation of the reasons for exceeding 60 days.

The University will, to the greatest extent possible, protect the complainant against retaliation. Individuals engaging in acts of retaliation will be subject to grievance proceedings and/or disciplinary action.

3. Findings

After receiving the written report of the inquiry, the Provost and Vice President for Academic Affairs shall render a decision on whether or not the allegations merit an investigation. The report is to state what evidence was reviewed, summarize relevant interviews, describe the process and conclusion of the inquiry, and include a recommendation on whether an investigation is merited. It is to be sufficiently detailed to permit a later assessment of the reasons supporting the inquiry findings. The report and all other inquiry records will be retained in a confidential and secure file in the Office of the Associate Provost and Dean of the Graduate School for at least three years after the completion of the inquiry. This file will not become a part of the respondent's employment or student record at the University unless a subsequent investigation results in a final determination of research misconduct.

In the case of allegations found to warrant an investigation, the existing Research Standards Committee will promptly initiate such an investigation.

If an allegation is found to be unsupported, but has been submitted in good faith, no further formal action, other than informing all parties involved in the inquiry, will be taken. The record and findings of the inquiry, including the identity of the respondent, will be held confidential to the greatest extent possible to protect the parties involved.

#### 4. Reporting to the Funding Agency

If the alleged research misconduct involves an externally funded project, the Associate Provost and Dean of the Graduate School will convey to the funding agency the information required by the regulations of the funding agency.

### c. Investigation

#### 1. Purpose

The Research Standards Committee will initiate an investigation only after the Provost and Vice President for Academic Affairs decides that an investigation is warranted. The investigation broadens the scope of the inquiry and is the formal examination and evaluation of all pertinent facts to determine whether misconduct has occurred. The investigation should look carefully at the substance of the charges and examine all relevant evidence. The investigation findings and recommendations are advisory. They will be submitted to, and reviewed by, the Provost and Vice President for Academic Affairs who will make the determination.

#### 2. Process

Upon completion of an inquiry and the determination by Provost and Vice President for Academic Affairs' that an investigation is warranted, the Research Standards Committee will initiate the investigation within 30 days.

The Committee's investigation may consist of a combination of activities including, but not limited to:

- (a) Review of data, proposals, correspondence, and other pertinent documents at the University, at the granting agency, or elsewhere.
- (b) Review of published materials and of manuscripts submitted or in preparation.
- (c) Inspection of laboratory or other facilities and/or materials.
- (d) Interviewing of parties with an involvement in, or knowledge about the case, including both the complainant and the respondent. Complete summaries of these interviews should be prepared, provided to the interviewed party for comment or revision, and included as part of the documentary record of the investigation.

All involved University parties are obligated to cooperate with the proceedings in providing information relating to the case. All relevant documentary information must be provided to the respondent in a timely manner to facilitate the preparation of a response. The respondent will be provided the opportunity during the investigation to address the charges and evidence in detail and may address the Committee in person if he or she desires. The complainant will have the opportunity to review the evidence to ensure completeness.

All meetings of the Committee will be closed and considered confidential. When appearing before the Committee the respondent may be accompanied by an advisor and/or counsel of choice at the respondent's expense; however, the advisor and/or counsel is advisory only and will not be permitted to speak on the respondent's behalf.

In the course of an investigation, additional information may emerge that justifies broadening the scope of the investigation beyond the initial allegations. The respondent will be informed when significant new directions of investigations are undertaken.

After conducting the investigation, the Committee will prepare a draft report of findings, provide a copy to the respondent for comment, and then incorporate the respondent's comments (if any) in the final report. This final report must:

- (a) describe the alleged research misconduct;
- (b) include the actual text or an accurate summary of the views of the respondent;
- (c) describe how and from whom information was obtained;
- (d) detail the Research Standards Committee's findings and the basis for those findings;
- (e) include the respondent's comments on the draft report of findings;
- (f) include one of the following summary findings:
  - i. No research misconduct was committed;
  - ii. No research misconduct was committed, but serious scientific or other research errors were committed;
  - iii. Research misconduct was committed;
- (g) detail the Research Standards Committee's recommendations for the resolution of the case, including correction of the research record if there is a finding of research misconduct or research error;
- (h) recommend sanctions if there is a finding of misconduct (See e3 for potential sanctions).

The Research Standards Committee then will submit the final report to the Provost and Vice President for Academic Affairs.

Investigations should be conducted as expeditiously as possible. An investigation ordinarily should be completed within 120 days of its initiation (including submission of the final report). However, the nature of some cases may render the deadline difficult to meet. If the Committee determines that the full process cannot be completed in 120 days, then an interim report is to be submitted to the Provost and Vice President for Academic Affairs prior to the end of 120 days with a request for an extension.

e. Determination of the Provost and Vice President for Academic Affairs

The Provost and Vice President for Academic Affairs will review the final Committee report and, within 30 days, make a determination on the case. If the Provost and Vice President for Academic Affairs rejects the Committee's findings and recommendations, the reasons for doing so will be reported in writing to the Committee. The Provost and Vice President for Academic Affairs will meet with the Committee to explain the reasons for overriding the summary finding and recommendations of the Committee.

After making the determination, and resolving any disagreement with the Committee, the Provost and Vice President for Academic Affairs will confidentially submit the (1) determination, (2) Committee's final report, and (3) description of any sanctions to be imposed by the University to the respondent(s), each respondent's department chair and college dean, the Associate Provost and Dean of the Graduate School, and the funding agency, if any. If there is more than one respondent then each will receive all those parts of the full report that are pertinent to his or her role in the case. A copy of this full report and all documentation relevant to substantiating the investigation's findings will be kept in a secure and confidential file in the Office of the Associate Provost and Dean of the Graduate School. If there is a final determination of misconduct, then the full report will become part of the respondent's employment or student file at the University. The Provost and Vice President for Academic Affairs will also inform the complainant of the decision on whether or not research misconduct occurred.

Additional follow-up action that must be taken after the determination is made:

1. No Finding of Research Misconduct

All persons and agencies/organizations informed of the investigation must be notified promptly of the finding of no misconduct.

If the unsubstantiated allegations of misconduct are found to have been maliciously motivated, appropriate grievance procedures or disciplinary action may be initiated against the complainant. If the allegations, however incorrect, are found to have been made in good faith, no disciplinary measures will be taken and efforts will be made to prevent retaliatory action against the complainant.

2. No Finding of Research Misconduct, but Finding of Serious Carelessness or Serious Scientific or Other Research Error

All persons and agencies/organizations informed of the investigation must be notified promptly of the finding of no misconduct. In the event that the Committee discovers serious research errors, it will include in its final report specific recommendations for action to correct the errors. The Provost and Vice President for Academic Affairs will follow up on these recommendations or refer them to another appropriate administrative official (department chair, dean, or other) or University Senate committee for action.

3. Finding of Research Misconduct

The Provost and Vice President for Academic Affairs will be responsible for disposition of the matter through the University's regular personnel procedures, and in conformity with the Faculty Handbook. Sanctions can range from removal from the research project, to reprimand, to financial restitution, to termination of employment. Other Research Standards Committee recommendations may include notifying editors of journals in which the respondent's research was published or to which manuscripts were sent, other institutions with which the respondent has been affiliated, collaborators, professional societies, and, if applicable, state professional licensing boards or criminal authorities. The Provost and Vice President for Academic Affairs will follow up on these recommendations or refer them to another appropriate administrative official (department chair, dean, or other) or University Senate committee for action.

f. Appeal

No University sanctions will be imposed before an appeal has run its course; nor will findings be considered final until the appeal process is complete.

If the respondent does not concur with the Provost and Vice President for Academic Affairs' determination, the respondent may, within 30 days of the distribution of that determination, file a written appeal with the President of the University Senate for submission to the appropriate University Senate committee. Either the findings, or the sanctions, or both, may be appealed. An appeal must be restricted to the body of evidence already presented, and the grounds for appeal must be limited to failure to follow appropriate procedures in the investigation, or arbitrary and capricious decision-making, or sanctions not in keeping with the findings. The decision of the President of the University is the final University determination.

# I. POLICY ON FACULTY SEXUAL HARASSMENT

It is the policy of Bradley University to provide a workplace for every employee and a campus for all students which are free from sexual harassment. Sexual harassment in the work environment and sexual harassment in higher education are civil rights violations under Illinois law.

## Definitions

The Illinois Human Rights Act contains definitions of sexual harassment. Different definitions are provided for the work environment and the educational environment.

In the work environment, "sexual harassment" means any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when (1) submission to such conduct is either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

In the educational environment, the Human Rights Act defines "sexual harassment in higher education" as any unwelcome sexual advances or requests for sexual favors made by a higher education representative to a student, or any conduct of a sexual nature exhibited by a higher education representative toward a student when such conduct, advances, or requests have the purpose of substantially interfering with the student's educational performance or creating an intimidating, hostile or offensive educational environment; or when the higher education representative either explicitly or implicitly makes the student's submissions to such conduct a term or condition of, or uses the student's submission to or rejection of such conduct as a basis for determining:

- 1) Whether the student will be admitted to an institution of higher education;
- 2) The educational performance required or expected of the student;
- 3) The attendance or assignment requirements applicable to the student;
- 4) To what courses, fields of study or programs, including honors and graduate programs, the student will be admitted;
- 5) What placement or course proficiency requirements are applicable to the student;
- 6) The quality of instruction the student will receive;
- 7) What tuition or fee requirements are applicable to the student;
- 8) What scholarship opportunities are available to the student;
- 9) What extracurricular teams the student will be a member of or in what extracurricular competitions the student will participate;
- 10) Any grade the student will receive in any examination or in any course or program of instruction in which the student is enrolled;
- 11) The progress of the student toward successful completion of or graduation from any course or program of instruction in which the student is enrolled; or
- 12) What degree, if any, the student will receive.

As used in the definition of sexual harassment in higher education, "higher education representative" means and includes the president, chancellor or other holder of any executive office on the administrative staff of an institution of higher education, and any member of the faculty of an institution of higher education, including but not limited to a dean or associate or assistant dean, a professor or associate or assistant professor, and a full or part time instructor or visiting professor, including a graduate assistant or other student who is employed on a temporary basis of less than full time as a teacher or instructor of any course or program of academic, business or vocational instruction offered by or through an institution of higher education.

## **Description of Sexual Harassment**

Sexual harassment prohibited by this policy includes verbal, non-verbal or physical conduct. The terms "intimidating," "hostile," or "offensive" as used include conduct which has the effect of humiliation, embarrassment or discomfort. Examples of verbal conduct which may have such an effect include: explicit sexual propositions, sexual innuendo, suggestive comments, foul or obscene language, insults of a sexual nature, and humor or jokes about sex or gender-specific traits. Examples of non-verbal conduct which may have such an effect include: suggestive or insulting sounds, obscene gestures, display of foul or obscene printed or visual material. Examples of physical conduct which may have such an effect include: sexual touching, patting or pinching of a sexual nature, intentional brushing of the body, coerced sexual intercourse, and sexual assault.

Sexual harassment may involve the behavior of a person of either sex against a person of the opposite or same sex, when that behavior falls within the above definitions.

In listing these examples we do not intend to infringe on academic freedom nor discourage discussion of controversial issues. We endorse the AAUP's 1940 statement and 1970 interpretative comments on academic freedom (AAUP Policy Documents and Reports, 1990): "Teachers are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject (p. 3)." "The intent of this statement (i.e., the one just quoted) is not to discourage what is 'controversial.' Controversy is at the heart of the academic inquiry ...." "The passage serves to underscore the need for teachers to avoid persistently intruding material which has no relation to their subject (p. 6)."

## **Retaliation Protection**

It is also a civil rights violation under Illinois law for a person, or two or more persons, to conspire, to retaliate against a person because he or she has opposed conduct which he or she reasonably and in good faith believes to be unlawful sexual harassment in employment or sexual harassment in higher education, or because he or she has made a charge, filed a complaint, testified, assisted or participated in an investigation, proceeding or hearing under the Illinois Human Rights Act.

## **Bradley's Internal Procedures For Sexual Harassment Complaints**

Prevention of harassment must begin at an early stage in the occurrences. It should begin with the affected employee or student indicating clearly that the conduct is unwelcome and request it cease.

Failing in the first step, the next step is for the employee or student to make a complaint to the offending person's supervisor or Bradley's EEO/AA officer. The supervisor or EEO/AA officer shall act promptly to investigate and take appropriate action to prevent further occurrences and advise the complainant of the appropriate mechanism for complaint resolution.

Sexual harassment complaints may be informally resolved. If the informal process is unsuccessful, formal resolution is achieved by means of one of the following: (1) the student non-academic grievance policy, (2) the faculty grievance policy, or (3) the established mechanism for handling a complaint of discriminatory action through the EEO/AA officer.

Penalties for substantiated sexual harassment of any kind include the full range of discipline available under Bradley's policies from a reprimand to immediate discharge. The penalty in a given case will depend on all relevant facts and circumstances.

## **Procedures Available Through the Illinois Department of Human Rights and the Illinois Human Rights Commission**

In addition to Bradley's internal procedures set forth above, the Illinois Human Rights Act provides formal procedures for the filing, investigation, and adjudication of sexual harassment complaints. In the event Bradley's internal procedures prove unsatisfactory, any employee or student with a complaint of sexual harassment may initiate charges under the Illinois Human Rights Act by contacting the Illinois Department of Human Rights or the Illinois Rights Commission at the offices of such agencies, located in Chicago and Springfield. The Springfield addresses are:

Illinois Department of Human Rights  
222 S. College, Room 101A  
Springfield, IL 62704  
Telephone: (217) 785-5100

Illinois Human Rights Commission  
Room 404A, Stratton Building  
Springfield, Illinois 62706  
Telephone: (217) 785-4350

Under the Act, a charge must be filed with the Department within 180 days of the alleged unlawful conduct, which, after Department investigation, may result in adjudication before the Commission. Further details on this process may be obtained from the Department or Commission.



# J. POLICY ON CONFLICT OF INTEREST

## 1. General Policy

Bradley University and its employees are committed to conducting all external and internal professional relationships in a manner that meets the highest standards of integrity and ethics. The University strongly encourages and participates in interaction with both the public and private sectors as an important component of its research, education, and public service activities. The University also recognizes the potential for conflicts of interest due to the nature and scope of the activities engaged in by the University and its academic employees. Conflict of interest arises when there is a divergence between an academic employee's private interests and his or her professional obligations to the University. A conflict of interest may exist when an independent observer reasonably questions whether the academic employee's professional judgments in carrying out University activities are affected by considerations of personal gain, financial or otherwise, of the academic employee, any family member, or any associated entity. This Conflict of Interest Policy outlines the procedures for reviewing potential and addressing identified conflicts of interest, and assuring that University activities remain above reproach in appearance and fact.

This policy requires that each academic employee disclose those financial interests that may reasonably appear to create a potential for conflict between the University's and the academic employee's interests. This disclosure will be made in writing to authorized University representatives. The existence of a potential conflict of interest does not in any way imply that wrong doing has occurred.

Activities and external relationships that have a potential for conflict of interest and must be disclosed include, but are not limited to:

- a) an academic employee requesting funding for or participating in research, the development of a technology, process, or product that could impact a business in which the academic employee, a member of the employee's family, or an associated entity has more than a 5% ownership interest or financial interests whose fair market value exceeds \$10,000;
- b) an academic employee using University resources, e.g., facilities, students, etc., for projects benefiting a business in which the academic employee, a member of the employee's family, or an associated entity has more than a 5% ownership interest or financial interests whose fair market value exceeds \$10,000;
- c) an academic employee requesting funding for a sponsored project from a business in which the academic employee, a member of the employee's family, or an associated entity has more than a 5% ownership interest or financial interests whose fair market value does not exceed \$10,000;
- d) an academic employee receiving support for a project sponsored by a business in which the academic employee, or a member of the employee's family, serves on the board;
- e) an academic employee holding an executive position in a business engaged in commercial or research activities directly related to the employee's University responsibilities;
- f) an academic employee taking any administrative action on behalf of the University that is beneficial to:
  - (1) a business in which the academic employee, a member of the employee's family, or an associated entity has more than a 5% ownership interest or financial interests whose fair market value exceeds \$10,000;
  - (2) a sponsor/donor organization in which the academic employee, a member of the employee's family, or associated entities has more than a 5% ownership interest or financial interests whose fair market value exceeds \$10,000.

## 2. Disclosure Requirements/Annual Disclosure

The Conflict of Interest Policy requires all investigators (principal investigator, co-principal investigators), and any other persons at the University who are responsible for the design, conduct, or reporting of research or educational activities, funded or proposed for funding, to certify, on the Extramural Funding Transmittal Form, the absence of a conflict of interest. If this certification is not affirmed, the academic employee must file a Financial Disclosure Form

(FDF) within 15 days of signing the Transmittal Form. The FDF may be obtained from the Office for Teaching Excellence and Faculty Development (OTEFD). The FDFs must be updated during the activity, either on an annual basis, or within 30 days, as new reportable financial interests occur. The FDF forms shall be retained for at least three years after the termination of the activity.

### **3. The FDF Review**

The initial or updated FDFs shall be sent, in sealed envelopes, to the Department Chairperson, Dean, Director for Research and Sponsored Programs, and, if applicable, to the Institute/Center Director. Together, these individuals shall review the disclosure and either rule no conflict of interest, or propose, in accordance with this policy, appropriate actions to eliminate the conflict. The above named FDF reviewers may require the employee to submit additional clarifying information regarding the activity under review. If any administrative officer referred to herein has a conflict of interest in a case, then the next highest administrative officer will assume the responsibilities indicated, or will appoint some other person to do so. All academic employees must temporarily excuse themselves from any review process that is considering an activity in which they have a financial interest as defined above.

### **4. Actions to Eliminate the Conflict**

If a conflict of interest exists, conditions or restrictions must be implemented to manage, reduce, or eliminate the conflict. Funding for the activity will be withheld until the conflict has been addressed. Examples of actions might include, but are not limited to:

- a) public disclosure of financial interests;
- b) monitoring of the activity by independent reviewers;
- c) modification of the activity plan;
- d) creation of a blind trust covering the financial interests that gave rise to the potential conflict of interest;
- e) disqualification from participation in the portion of the activity that would be affected by financial interests;
- f) divestiture of financial interests;
- g) severance of relationships that create conflicts.

### **5. Conflict of Interest Committee**

Should the academic employee not submit the required information, or comply with the conditions or restrictions proposed, or disagree with the conditions or restrictions proposed by the FDF signatories, the academic employee or the FDF signatories may request the Senate Executive Committee convene a Conflict of Interest Committee. The charge to the Conflict of Interest Committee is to help guard academic employees and the University from engaging in activities where the risk to integrity and reputation, as a result of an external relationship, outweighs the value of the activity to academic and societal goals. Relevant factors for the Conflict of Interest Committee to consider include:

- a) does a conflict of interest exist;
- b) the size of the financial interest;
- c) when the relationship commenced.

Within 30 days of its formation, the Conflict of Interest Committee will either endorse the recommendations of the FDF signatories or suggest a different course of action. In either case, the Committee shall submit a plan for managing the conflict to the Provost and Vice President for Academic Affairs, who will approve or recommend revisions in the plan. After a plan has been agreed to by the Committee and the Provost, the Committee shall request compliance by the academic employee. If the academic employee disagrees with the plan, the academic employee

may appeal, within 15 days, to the President of the University. If the conflict of interest cannot be satisfactorily resolved, the funding agency will be notified if requested or required by the agency. If sanctions are appropriate, they will be imposed in accordance with the Faculty Handbook.

## 6. Committee Composition and Operating Procedures

The Committee will consist of the Associate Provost and Dean of Graduate School, three faculty members selected by the Executive Committee of the Senate, and a person appointed by the Vice President for Business Affairs. The Associate Provost and Dean of Graduate School shall be responsible for the recording and safekeeping of a detailed record of the Committee meetings and actions. The faculty member may choose to retain an advisor and/or counsel at the faculty member's expense, however, the advisor and/or counsel shall not be permitted to be present in the hearing room or to speak on behalf of the faculty member. Confidentiality concerning the case shall be maintained. When no conflict of interest is determined to exist, all documentation relating to the case shall be destroyed, except for the FDF which shall be retained until at least three years after the termination of the activity.

## 7. Compliance

The University expects academic employees to comply fully and promptly with all the requirements of this policy.

## 8. Definition of Terms

- a. **Academic employee** means a University employee who ultimately reports to the Provost and Vice President for Academic Affairs.
- b. **Associated entity** means any trust, organization, or enterprise over which the academic employee, alone or together with his/her family, exercises a controlling interest.
- c. **Business** means any corporation, limited liability company, partnership, sole proprietorship, firm, franchise, association, organization, holding company, joint stock company, receivership, business or real estate trust, or any other non governmental legal entity organized for profit, not-for-profit, or charitable purposes.
- d. **Executive position** refers to any position that includes responsibilities for a significant segment of the operation or management of a business.
- e. **Family** of an academic employee includes both immediate family and extended family. Immediate family includes the academic employee's spouse or domestic partner, and children who qualify as dependents for tax purposes. Extended family includes children who do not qualify as dependents for tax purposes, parents, and siblings.
- f. **Participate** means to be part of the described activity in any capacity, including, but not limited to, serving as the principal investigator, co-investigator, research collaborator, or provider of direct services or patient care. The term is not intended to apply to individuals who provide primarily technical support or who are purely advisory, with no direct access to the data (e.g., control over its collection or analysis) or, in the case of research with human subjects, to the study participants, unless they are in a position to influence the study's results or have privileged information as to the outcome.
- g. **Financial interest** means anything of monetary value, including, but not limited to:
  - (1) any stock, stock option, or similar ownership interest in such business, but excluding any interest arising solely by reason of investment in such business by a mutual, pension, or other institutional investment fund over which the academic employee does not exercise control; or
  - (2) receipt of, or the right or expectation to receive, any income from such business whether in the form of a fee (e.g., consulting), salary, allowance, forbearance, forgiveness, interest in real or personal property, dividend, royalty derived from the licensing of technology or other processes or products, rent, capital gain, real or personal property, or any other form of compensation, or any combination thereof.

The term does not include:

- (1) salary, royalties, or other remuneration received from Bradley;
  - (2) any ownership interests in an affiliate or subsidiary of the institution, if these entities are applicants under the small business innovation research program or small business technology transfer program;
  - (3) income from seminars, lectures, or teaching engagements sponsored by public or non-profit entities;
  - (4) income from service on advisory committees or review panels for public or non-profit entities;
  - (5) an equity interest that, when aggregated for the academic employee and the academic employee's spouse and dependent children, meets both of the following tests: does not exceed \$10,000 in value as determined through reference to public prices or other reasonable measures of fair market value, and does not represent more than 5% ownership interest in any single entity;
  - (6) salary, royalties or other payments that, when aggregated for the academic employee and the academic employee's spouse and dependent children, are not expected to exceed \$10,000 during the twelve month period.
- h. **Sponsored projects** means activities involving funds, materials, or other compensation from outside sources granted or contracted to the University under agreements that contain any of the following: the agreement binds the University to a line of scholarly or scientific inquiry specified to a substantial level of detail; a line-item budget is involved; financial reports are required; the award is subject to external audit; unexpended funds must be returned to the sponsor at the conclusion of the project; or the agreement provides for the disposition of either tangible or intangible properties that may result from the activity.

# Bradley University

## FINANCIAL DISCLOSURE FORM (FDF)

### Instructions

This Financial Disclosure Form is based upon both current University policies and the Federal definitions and requirements for institutional policies.

The questions on this form follow the list of potential conflicts of interest found in the Conflict of Interest Policy. Fill out any or all categories that apply to you and forward the completed form to your Chair, Dean and Director of Research and Sponsored Programs.

### WHY DISCLOSURE?

As public agencies have become more concerned about researchers financial interests leading to real or perceived manipulation of results, open or general disclosure of those interests has emerged as the principal, and generally, the most effective tool to refute charges of unmanaged financial conflicts of interest.

I have read the Conflict of Interest Policy and as per this policy disclose the appended financial interest as having potential for conflict of interest.

\_\_\_\_\_  
Name (printed)

\_\_\_\_\_  
Department

( ) \_\_\_\_\_  
Name (signature)

\_\_\_\_\_  
Date

1. Business Activities and Relationships	Definitions
<p>Do you have a significant interest in a business that is</p> <p>(i) directly related to your research interest (or would be affected by your research)?</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p> <p>or</p> <p>(ii) directly related to a business decision where you represent or are assisting the University?</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p> <p>If yes to either/both, list below:</p>	<p>See Section 1.a.b.c.d.e. and f of Conflict of Interest Policy</p> <p><b>You</b> covers aggregated interest of you, your spouse, and any dependent children</p> <p><b>Represent:</b> Covers those cases where you, alone or with others, negotiate directly with an outside firm.</p> <p><b>Assist:</b> Covers those cases where you participate in the internal deliberations within the University on whether, and if so, how, to deal with the outside firm. Assistance normally occurs when you are asked to participate on a committee that reviews purchasing and other business options for the University or when you authorize or make purchases for yourself, your department or division with University or University-administered funds.</p> <p><b>Financial Interest</b> - see detailed definition, Section 8.g of COI Policy</p>
Name of firm	
Your business title and role	
<p>areas of (potential) conflict between your outside business interests and your University activities:</p>	

2. University Facilities or Personnel	Definitions
<p>Do you use or propose to use University facilities or personnel to benefit a business in which you have a financial interest? (excluding University-administered sponsored projects)</p> <p>_____ Yes</p> <p>_____ No</p> <p>If yes, provide details in the space below.</p>	<p>See Section 1.b of Conflict of Interest Policy Propose. It is expected that use of University facilities or personnel shall be reviewed by your department Chair or Dean. The description below should indicate how the University will be compensated for use of its resources.</p>
<p>1. Describe the transaction</p>	
<p>2. List proposed compensation arrangements.</p>	
<p>3. Describe how the overall transaction would benefit the University and how the University will be compensated for use of its resources.</p>	

### 3. Research Supervision

Do you supervise any students, residents, or fellows in any research effort that is directly related to your outside financial interests (e.g., external consulting, intellectual property development, equity or stock options, or sponsored project) that you are doing for a commercial purpose? See Section 1.b of COI policy.

\_\_\_\_\_ Yes

\_\_\_\_\_ No

If yes:

**Description of Arrangements.** Faculty are responsible for assuring that their student's (and others over whom they have scientific and technical oversight) research activities are consistent with the educational mission of the University and that normal progress of the student is made toward the desired degree. Describe how commercial research interests are separated from University objectives. Describe the procedures that are in place to ensure that workplace disagreements do not influence the students' academic performance, evaluation, or placement.



#### 4. General Conflict of Interest Involvement

Do you have other involvement or financial interest that is, or could be perceived to be, in conflict with the proper discharge of your duties at the University? Apply a standard of what a "reasonable" person confronted with the financial relationship would consider to be a conflict. See Section 1.a - f of COI policy.

Yes  
 No

If yes, please describe the involvement and provide the title of the University-administered project.

#### 5. Principal Investigator Responsibilities for Non-faculty Project Staff

Are there any non-faculty employees, fellows, students, or staff on your project who are responsible for the design, conduct, or reporting of research activities? These individuals will be required to assure compliance with the University's Conflict of Interest policies.

Yes  
 No

If yes, please provide name, campus (if applicable) address, sponsor and title of the sponsored project. As Principal Investigator you are responsible for seeing that these individuals file an FDF form.

**Review and Recommendation of Chairperson or Director, Dean and Director of Research and Sponsored Programs**

\_\_\_\_\_ 1. To the best of our knowledge, there is no perceived or inappropriate activity or conflict.

\_\_\_\_\_ 2. We have reviewed this disclosure and recommend the following actions be taken:

\_\_\_\_\_  
Printed Name and Signature                      Department Chair or Director

\_\_\_\_\_  
Printed Name and Signature                      Dean

\_\_\_\_\_  
Printed Name and Signature                      Director of Research and Sponsored Programs

Date: \_\_\_\_\_

# **CHAPTER 7**

## **Facilities & Services**

# A. CULLOM-DAVIS LIBRARY

The University Library provides informational resources and services that the University community requires for its academic, professional and institutional objectives.

## 1. Facilities.

Books, periodicals, government documents, microforms, many nonprint resources, and most library services and offices are found in the CULLOM-DAVIS LIBRARY. During the fall and spring semesters it is normally open the following hours:

Sunday:	Noon - Midnight
Monday-Thursday:	7:45 a.m. - Midnight
Friday:	7:45 a.m. - 8:00 p.m.
Saturday:	8:00 a.m. - 10:00 p.m.

After the library closes, the Reserve Room is kept open 2-3 hours on most evenings during the school year. Special hours for final examinations, holidays, summer and interim sessions are posted at the Library.

Music scores, recordings, and selected music reference materials are available, together with music reference service, in the MUSIC LIBRARY, located on the third floor. During the fall and spring semesters it is normally open the following hours:

Monday-Friday:	9:00 a.m. - 4:30 p.m.
Thursday-Sunday:	7:00 p.m. - 9:00 p.m.

Both facilities have shorter hours during summer and interims, Thanksgiving and Christmas vacations, and spring and fall breaks. The CULLOM-DAVIS LIBRARY has longer hours during final examination periods. Hours are posted at the Library.

## 2. Holdings.

The collection comprises over 1,000,000 items, including about 332,000 volumes of books, music scores and periodicals, 200,000 U.S. Government documents, 715,000 microforms, and a variety of nonprint resources. A Special Collections Center houses additional manuscript and archival materials as well as rare books. Microform collections include the Educational Resources Information Center (ERIC) documents, Library of American Civilization, and Library of English Literature. The Library is a depository for both United States and State of Illinois government documents, and a member of the Illinois State Data Center Cooperative, and the Illinois Valley Library System.

## 3. Librarians.

Serving each particular curricular area is a librarian who provides bibliographic support, reference service, bibliographic instruction, and collection development assistance, and otherwise facilitates faculty and student use of library resources and services.

<u>Name and Title</u>	<u>Liaison Responsibility</u>
Charles Frey, Special Collections Librarian	Bradley History, English & Foreign Languages
Eleonore Hansen, Music Librarian	Fine Arts & Women's Studies
Denise Johnson, Access Services and Government Documents Librarian	Business, Communications, & Government Documents

Beth McNeil, Collection Management Librarian	Social Sciences
Deirdre Redington, Collection Services Librarian	Nursing
Steven Stone, Information Literacy Librarian	Engineering & Science
Bonnie Turner, Reference Librarian	Education
Ellen Watson, Library Director	African-American Studies

#### **4. Orders.**

The Library purchases books, periodicals, and nonprint materials for curricular and research purposes at the request of the faculty. All requests must be approved by the faculty member's departmental Library Agent, who forwards them to the Library.

#### **5. Reserves.**

Library material may be placed on reserve for course assignments. Requests for reserves should be placed well in advance. Reserve items normally circulate for periods of 2 hours, 3 days, or 7 days, depending on the instructor's preference. Both print and nonprint materials are accommodated. Questions regarding reserves should be directed to your curricular librarian.

#### **6. Direct Loans.**

Your Bradley faculty I.D. card serves as a borrower's card once adapted for the Library's on-line circulation system. Arrange for this at the Circulation Desk in the CULLOM-DAVIS LIBRARY. This is good not only for renewable 6 month long library loans on campus, but at nearly all other libraries--academic, public and research--in the Peoria area, as well as at many other academic libraries in Illinois. A list of libraries that support reciprocal borrowing is available at the Reference Desk.

#### **7. Interlibrary Loans.**

In addition to direct borrowing privileges at other libraries associated with the University in the Illinois Valley Library System, Bradley faculty and students can obtain materials through interlibrary loan arrangements. As a participant in ILLINET, a statewide library resource-sharing network, the Library benefits from a special delivery service provided for Illinois libraries and library systems. Through OCLC, a computerized bibliographic system, the Library has ready access to millions of items in some 6,000 libraries across the country and abroad. Delivery capabilities include telefacsimile transmission. Requests for interlibrary loans should be directed to your curricular librarian or the Circulation Desk in the CULLOM-DAVIS LIBRARY.

#### **8. Database Services.**

At no charge to Bradley faculty and students, the Library can search a wide range of computerized bibliographic databases. These include BRS, DIALOG, LEXIS/NEXIS, and WilsonLine. In addition, CD-ROM indexing of periodicals, newspapers, and Government Documents is available in-house. Information and arrangements concerning database services are provided through curricular librarians.

#### **9. Bibliographic Instruction.**

The Library has an active program of assisting and instructing students in the use of library resources and services. This program is tailored to individual and class needs. Arrangements for bibliographic instruction are made through the Information Literacy Librarian.

#### **10. Document Delivery Service.**

The Library has initiated a document delivery/retrieval service for faculty, whereby Bradley books and journal articles can be delivered and/or picked up from faculty offices. For further information call Ext. 3550 or use E-mail-document@bradley.

## **B. POLICIES, PROCEDURES AND GUIDELINES FOR THE ASSIGNMENT OF STUDY ROOMS OR CARRELS TO FACULTY**

### **1. Facilities Available.**

- a. Faculty Studies: 9 lockable study rooms, with two faculty assigned to each room, will be available along the north wall of the old building on the lower level of the library. A key will be assigned to each faculty member assigned to the study. Offices will contain desks or tables, bookcases, one ISN port, and file cabinets.
- b. Faculty Carrels (Room 20): 15 carrels, each approximately 3' by 4', with lockable doors or filing cabinets, will be available in Room 20. Each faculty member will be issued a key to Room 20, as well as keys to his or her particular carrel.

### **2. Policies Regarding Assignment of Studies and Carrels.**

- a. Full-time faculty will be given priority for studies and carrels.
- b. Assignment to studies or carrels will be based on need for Library resources.
- c. All studies will be assigned for one year or less.
- d. All study or carrel assignments will be reviewed annually, in late July or early August.
- e. Faculty members will sign an agreement to abide by Library rules and regulations regarding facility use.

### **3. Procedures for Requesting and Assigning Studies and Carrels.**

- a. Requests should be submitted to the Library Director, and should include an indication of the type of facility requested (study or carrel), the need for and purpose of the facility, and the faculty member's department.
- b. Requests for faculty studies and carrels should be submitted by August 1 each year. Assignments will be made by August 15 each year. Agreements and key forms will be available in the Library office.

### **4. Issues to be Considered in Assigning Studies and Carrels.**

- a. Scholarly or creative activities planned which require the use of a study or carrel.
- b. Library services or resources needed to support such activities.
- c. Role of such activities in accomplishing professional goals or objectives.
- d. Other office or research space currently available.
- e. Length of time for which the study or carrel will be needed.
- f. Preference or requirement for particular type of space (study or carrel).

## C. FACULTY TEACHING, RESEARCH AND CREATIVITY

In concert with the established goals and objectives of the University, the Administration of Bradley University encourages excellence in teaching, scholarship, research, and creativity. These activities may take various forms depending on individual disciplines.

### 1. Office for Teaching Excellence and Faculty Development (OTEFD).

- a. The mission of the Office for Teaching Excellence and Faculty Development (OTEFD) is to encourage excellence in teaching, scholarship, research, and creativity at Bradley University. The following are its primary goals:
  - 1) To support special projects and grants to improve research, creativity, and teaching effectiveness.
  - 2) To support the efforts of faculty to solicit grants and contracts from agencies and other sponsors in cooperation with the University Advancement Office.
  - 3) To coordinate the University review and approval of proposals for grant and contract funding.
  - 4) To support and encourage instructional innovations and faculty research to improve teaching effectiveness.
  - 5) To advance appropriate instructional technology and its use in all phases of the educational process.
  - 6) To undertake other programs to enhance the ability of faculty to attain their goals in research, scholarship, creativity, and teaching.
- b. There are two co-directors of the OTEFD: Director for Teaching Excellence Programs and Director for Research and Sponsored Programs. The co-directors report to the Associate Provost and Dean of the Graduate School. The Associate Provost serves as ex officio chair of the Board for Teaching, Research, and Creativity.

### 2. Board for Teaching, Research and Creativity (BTRAC).

- a. The BTRAC is composed of previous recipients of the Rothberg, Putnam, and Burlington Northern/New Faculty teaching and research awards. The Board and its committees provide guidance to the OTEFD, approve internal OTEFD policies and programs, and serve as review panels for internal grant programs. In addition, the Board advises the University administration in decision making involving the University's support for teaching, research, and creative production.

The Board has two standing committees, one focused on research and creativity and the other on teaching excellence.

- b. The Teaching Excellence Committee will have a rotating membership composed of the past three years' recipients of the Putnam and Burlington Northern or New Faculty Teaching Awards. The Research Excellence Committee will have a rotating membership composed of the past three years' recipients of the Rothberg and Burlington Northern or New Faculty Research Awards. The relevant OTEFD Co-Director, a representative of the Advancement Office, and a representative of the Office of the Associate Provost for Information Technology and Resources will serve as ex officio, non-voting members of each committee.
- c. The Teaching Excellence Committee will be responsible for the evaluation and approval of proposals and activities involving support for teaching excellence including those described below. The Research Excellence Committee will have analogous responsibilities pertaining to research and creative production proposals and activities. Both committees may at times participate jointly in implementation of special projects and programs that serve to contribute to the OTEFD's goals and mission.
- d. All committee members will serve three year terms. In those cases where an award recipient cannot be a member of the committee, a replacement may be selected by the Provost and Vice President for Academic Affairs, on the recommendations of the Associate Provost and Dean of the Graduate School, from prior year recipients of the relevant awards.

### **3. Guidelines for the Preparation of Proposals Requesting Internal Support for Research and Creativity.**

- a. The Research Excellence Committee will issue calls for proposals on a regular basis. Such proposals may request funding required for the project to cover student assistants, supplies, materials, typing costs and other charges directly related to the project. Travel and subsistence directly related to research or creative projects, but not travel to professional meetings, may be requested. Funds to support page charges, when such charges are a condition of publication, may be requested.
- b. Applications may be obtained from the OTEFD. Specific details and guidelines are included as part of the application. Applications must include a statement of support by the department chairperson and the Dean of the College in which the applicant is employed.
- c. The following kinds of proposals are not eligible for funding by the Research Excellence Committee:
  - 1) Funding for faculty salary related to sabbatical leaves.
  - 2) Leaves with pay for formal study.
  - 3) Projects emphasizing specific course or curriculum improvement. Such projects should be submitted for consideration by the Teaching Excellence Committee.
  - 4) Special non-teaching tasks of service to the University or one of its academic units primarily as an aid to the administrative process.
  - 5) Other purposes which should be funded within the departments or divisions, colleges, Center for Learning Resources, Library, Computing Services, etc.
  - 6) Funds for publication by non-juried or vanity presses.

In evaluating proposals, the Research Excellence Committee will consider the potential contribution of the project to the discipline, to the recipient's professional growth, and the University and the scholarly community at large. As in the past, it will be up to the proposer to demonstrate that the project will have significant results. Required in all categories are budgetary evidence and documentation of the in-kind contribution by the researcher and of the contributions by the researcher's department, division, or college to the costs of the proposed project.

All research supported by the Research Excellence Committee is subject to the rules and regulations governing all University research. Therefore, in those cases where research involves human beings as research subjects, the researcher must submit the proposed project to the Committee on the Use of Human Subjects in Research (page 91) for its review. Research involving the use of animals must be submitted to the Institutional Animal Care and Use Committee (page 95). Approval, by the respective committee, of projects involving either humans or animals is a prerequisite for the approval of any grant made by the Research Excellence Committee.

### **4. Guidelines for Teaching Excellence Grants.**

- a. The Teaching Excellence Committee will issue calls for proposals on a regular basis. Such proposals may request funding required for any of a variety of instructional improvement projects. Travel and registration costs directly related to instructional improvement in a specific course or courses is eligible, but travel to discipline-specific professional meetings is not eligible.
- b. The proposal must contain the following items:
  - 1) A completed cover page (obtained from the OTEFD).
  - 2) An itemized budget for the project.



- 3) A narrative section which describes the proposed effort and its expected effect on instruction. This section should include but not be limited to the following topics:
  - a) A description of the intended work in sufficient detail to allow the committee to evaluate the proposal.
  - b) A timetable for the project including evaluation.
  - c) A description of the expected effect on instruction and a list of the courses to be affected.
  - d) A description of project personnel, e.g., graduate assistants, students, consultants.
  - e) A description of proposed methods of assessment of the project success or failure. (This assessment will be a part of the final report on the project.)

## 5. Approval of External Grant Applications.

- a. University approval is required prior to submission of any request or proposal for external support for research, creative production or sponsored programs involving University personnel. The following procedures are to be followed:
  - 1) An Extramural Funding Transmittal Form, including all appropriate signatures, is to be completed in full. This form is available in the OTEFD.
  - 2) A completed form and two copies of the proposal are to be submitted to the OTEFD prior to submission to the external funding agency.
  - 3) Proposals involving requests from corporations or foundations must also receive approval from the University Advancement Office.
  - 4) Faculty members should discuss proposals with their department chairpersons and with the OTEFD as early as possible before submission deadline dates.

The internal approval process can take up to 10 working days.

Any proposal involving University matching fund commitments, faculty release from teaching responsibilities, or less than full indirect cost reimbursement, must be received by:

- a) The department chairperson at least 10 working days prior to its mailing date.
- b) The Dean of the College at least 7 working days prior to its mailing date.
- c) By the OTEFD at least 5 working days prior to its mailing date.

Should any problem occur regarding application or performance of an externally funded grant or contract for sponsored program or research activity, the Associate Provost and Dean of the Graduate School or the co-director of OTEFD for Research and Sponsored Programs should be contacted immediately. For more information regarding solicitation and performance of externally funded projects and programs, a copy of the Research and Sponsored Programs Handbook can be obtained from the OTEFD.

## D. CENTER FOR LEARNING RESOURCES

The Center for Learning Resources provides a broad range of media facilities, materials and services to the University.

The Center is comprised of three major divisions:

- a. Audio Visual Services (Bradley Hall, Ext. 2334)
- b. Television Services (Jobst Hall, Ext. 2788)
- c. WCBU-FM (Jobst Hall, Ext. 2774; 673-7100)

Each division possesses specialized facilities and professional expertise which are available to the University community. A brief summary of available services follows:

### 1. Production of Instructional Materials.

In most instances, instructional objectives will be best met by the creation of learning materials or facilities customized to the particular application. The Center is equipped to provide: overhead transparencies, slides and photographs, design and typography, audio and video tapes or cassettes, films, rapid duplication of outlines or examinations, and specialized combinations of these. Professional staff are available to assist in the design, production, implementation and evaluation of these materials.

### 2. Acquisition of Instructional Materials.

The Center will assist in the location, selection, evaluation and ordering of films, slide sets, video tapes, sound recordings, filmstrips and related software. The Center also maintains an extensive library of films, filmstrips and audio-video cassettes.

### 3. Distribution and Utilization.

The Center provides direct support to those wishing to utilize media both on and off campus. Typical methods of delivery include:

- a) direct display of mediated materials in the classroom or other settings
- b) distribution by closed circuit television, cable TV broadcast or ITFS
- c) broadcast over radio station WCBU-FM
- d) open access through learning carrels located in the Cullom-Davis Library.

### 4. Facilities.

The Center has available a variety of media equipment and facilities, including many types of projectors, audio and videotape players, camcorders, imagesetting and duplicating equipment, desktop publishing and presentations, sound recording reproduction and amplification systems, and photographic equipment. Assistance or training in the operation of these facilities is also available.

### 5. Consultation/Planning/Seminars.

The Center Professional Staff is readily available to assist in planning or otherwise consulting on the instructional media needs of departments, divisions or faculty. This includes selection, acquisition or evaluation of software and hardware; creating effective presentation materials, and assistance in preparing grant or research applications. Faculty and student seminars are also available.

## 6. Procedures.

The Center generally requests 48 hours' notice for routine services. Special requests, including production, should be made as far in advance as possible. Written or in-person requests are encouraged. Some services carry a charge for materials or specialized labor.

The Center for Learning Resources staff may be reached at the locations and telephone extensions listed above for additional information.

## E. COMPUTING SERVICES

Computing Services, located in 205 Morgan Hall, supports both the academic and administrative aspects of University computing. Academic resources include a variety of computer systems and software, used for instruction, research, and public service. Inter-office and off-campus electronic communications is also available on most systems. All faculty, staff and registered students of Bradley University may use Computing Services facilities; contact the HOTLINE, x2964 for specific information. There are many computers on campus, each with its own features and capabilities. Although not all are administered by Computing Services, they are connected through campus networks so that information and electronic mail can be transferred between systems.

Major computer systems administered by Computing Services include a Control Data CYBER 932 mainframe (bucc1), a Sun 4/470 (bradley), an AT&T 3B2/1000 Model 70 (buhub), and an AT&T StarServer E (camelot). The CYBER mainframe runs the NOS/VE operating system, and is the primary academic computer. Some available applications are CAD/CAM, statistics, and various programming languages. Test scoring is also available on the CYBER; call x3043 for information on test scoring. The Sun 4/470 runs the UNIX operating system and is used by faculty and administrative staff for file transfers and electronic mail. Also available on the Sun are applications for academic use, as well as an interface to an international bulletin board for exchanging information with other users around the world on hundreds of topics. An AT&T 3B2/1000 Model 70 (buhub) and an AT&T StarServer E (camelot) are used primarily by students, and both run the UNIX operating system. For an account on any computer administered by Computing Services, contact Computing Services at x2950.

These systems are interconnected to other departmental computing resources by several networks, including the AT&T Information Systems Network (ISN). Computing Services staff offers support on the use of computer systems under its administration and on microcomputers and Macintosh computers, including application software. Inquiries should initially be directed to the HOTLINE at x2964. The HOTLINE is staffed by specially trained student consultants and should be considered your initial point of contact for any inquiries about computers. A monthly newsletter, a handbook and application manuals for CYBER 932, AT&T MS-DOS manuals, and handouts on various applications including file editors, electronic mail, and printing are available in 205 Morgan Hall. Documentation is also available on-line -- type **buinfo** at the system prompt on any UNIX-based computer on campus.

Workshops and seminars are conducted by Computing Services for the campus community. Subjects such as general computer usage, desktop publishing, word processing, and applications on the CYBER 932 are covered. These short courses are publicized by means of flyers and the Computing Services Newsletter.

Computing Services has resident maintenance and repair engineers for computing equipment on campus. Hardware faults should be reported to the Computing Services HOTLINE at x2964.

Students, faculty, and staff may purchase computer hardware and software for personal use through Computing Services at educational discounts. Computing Services publishes a price list, available on-line, on the most common hardware and software available. The on-line price list is easily accessed by typing **buinfo** at the system prompt on most UNIX-based computers on campus. For information concerning purchasing computer equipment, call x3044.

A complete description of facilities, services, and hours of availability can be obtained from Computing Services, 205 Morgan Hall.

## F. USE OF PHYSICAL FACILITIES

### 1. Reservation of Classrooms, Meeting Rooms and Auditoriums.

Arrangements for use of rooms for classes during the two regular semesters of the academic year should be made with the Office of the Registrar through the first two weeks of classes. Arrangements for the use of rooms for classes during the summer sessions should be made with the Office of the Registrar through the first week of classes. (Course approval forms are sent to the Director of Interim and Summer Sessions.) Following these times, all rooms are reserved through the Director of Conference Facilities.

Regularly scheduled meetings of academic classes may not be held in the Student Center. In case of emergency, or for other justifiable reasons, the Director, with the approval of the President, may make exceptions.

There are ten meeting rooms available in the Student Center, varying in seating from 12 to 65, and they may be scheduled through the appropriate office in the Student Center. Other meeting areas available on campus are Baker Hall Auditorium which seats 120, Neumiller Lecture Hall in Bradley Hall which seats 320, Room 159 in Olin Hall which seats 126, and Room 181 in Olin Hall which seats 190. The auditorium are scheduled through the Office of the Director of Conference Facilities.

### 2. Policy and Procedure for Non-Curricular Use of Bradley University Physical Facilities.

One of the fundamental purposes of the total educational experience at Bradley University is to provide the means and encouragement whereby students can develop a code of personal values and a sense of social responsibility which will enable a learning and living environment which promotes free inquiry and the pursuit of truth within a framework of intellectual, moral and legal responsibility.

To this end, students, faculty members and other University affiliated persons or groups are permitted and encouraged provided they contribute to achievement of the purposes of the University, or, in its judgement, to the substantial welfare of the total community, and are not disruptive of an atmosphere of orderly procedure and dispassionate scholarly inquiry.

Programs and activities which involve non-University affiliated persons and groups are also permitted and encouraged provided they contribute to achievement of the purposes of the University, or, in its judgement, to the substantial welfare of the total community, and are not disruptive of an atmosphere of orderly procedure and dispassionate scholarly inquiry.

### 3. General Statement.

Other factors which affect non-curricular use of the physical facilities are as follows:

- a. The desirability of acquainting potential students and their parents with the University and its facilities.
- b. The reluctance of the University to create undue hardship for neighbors due to parking required for large events in the Field House.
- c. The desirability of protecting the rights of students and faculty to park in reserved spaces on the campus.
- d. The costs of making facilities available to campus and off-campus organizations.
- e. The limitation of the use of University facilities for fund raising or solicitation of funds to University-wide and University-sponsored activities. (Collection of dues from members of University-recognized organizations is not considered fund raising.)

- f. The denial of the use of University facilities for private financial gain.
- g. The special requirements which apply to the use of the Robertson Memorial Field House, the Bradley Student Center, and Neumiller Lecture Hall (see Policies for Specific Facilities, below).
- h. The Registrar has the responsibility for scheduling the use of academic classrooms and auditoriums for each semester and for the first week of each interim or summer session. Thereafter, scheduling becomes the responsibility of the Director of Conference Facilities.
- i. The opportunity of University curricular departments or divisions, University faculty organizations, and chartered student organizations to schedule use of Bradley University facilities subject to limitations governing the use of the facility in question.

#### 4. Responsibility for Granting Use of University Facilities and for Scheduling.

In order to clarify responsibility and establish authority for granting use of University facilities for functions, the following assignments are made:

- a. **Student Activities.** The Office of the Director of Student Activities will schedule student organization meetings or functions. A student activity calendar will be drawn up by the Office of the Director of Student Activities on the basis of requests for activities in advance of June 1st each year. After this date, activities will be approved in the order received provided they do not conflict with those already scheduled. Any conflicting requests for dates for student activities or functions will be referred to the Director of Student Activities who will decide which meeting will be given preference. Student organizations will be given a list of available dates to choose from in the case of conflicts.
- b. **Convocations, Lectures, Concerts, and Entertainments.** All University convocations will be scheduled and arranged by the President, Student organizational lectures, concerts and entertainment programs will continue to be arranged by the Activities Council of Bradley University and/or other organizations with student activities funding and produced in conjunction with the Student Activities Office. Such programs are appropriate means for augmenting curriculum offerings, for enriching the cultural background of students, and for providing contacts with leaders outside the University. To the extent that space permits, the University-sponsored meetings for students should be open to the public.
- c. **Special Lectures.** Special lectures will be arranged by the appropriate faculty or student committee and will be scheduled through the appropriate office for the facility required.
- d. **University Athletic Events.** University athletic events will be scheduled by the Director of Athletics with the approval of the faculty committee on Intercollegiate Athletics. All dates will be reported to the Director of Student Activities for inclusion in the University Calendar.
- e. **Committee Meetings.** Committees may request, through the Office of the Director of Student Activities or the Director of Conference Facilities, appropriate use of rooms in the Student Center.
- f. **Classrooms and Auditoriums.** Scheduling of classrooms and auditoriums will be handled by the Director of Conference Facilities after the second week of each of the two regular semesters.
- g. **Conferences, Workshops, Short Courses and Similar Meetings.**
  - 1) The Director of Conference Facilities is charged with the responsibility for coordinating and scheduling non-academic activities including social events (banquets, proms, reunions and receptions), non-academic meetings (union, political and sports), and other non-academic activities such as cheerleading and scouting events.

- 2) The Executive Director of the Division of Continuing Education and Professional Development will approve all academic conferences, institutes, seminars, workshops, non-credit courses and similar educational programs conducted on the campus.
- 3) The Director of Student Activities will approve activities exclusively for students.

#### **h. Procedures and Services.**

- 1) All conferences must have Bradley sponsorship, either that of a department or division, college, organization or agency. The University sponsor assumes all financial and academic responsibility for the conference.
- 2) All requests for the use of space, equipment and services are to be made on an official application form filed with the Director of Conference Facilities, Student Center. No group may meet for a conference on the Bradley Campus without an approved application. The Director of Conference Facilities will approve or reject all applications.
- 3) The Director of Conference Facilities will make arrangements for use of all facilities, equipment and services for all conferences; schedule the time and dates for all conferences in the University Central Control Calendar; and work with the conference committee, upon request, on such matters as budgeting, programming and promotion. A schedule of fees is available from the Director of Conference Facilities for use of Bradley facilities, equipment, services and convention supplies.
- 4) The Director of Conference Facilities has the authority and reserves the right to refuse approval of an application for the use of Bradley facilities, equipment or services if, in the opinion of the Director, such use is not in the best interests of the University, or in conformity with the specific Use of Physical Facilities policies described in this section.

### **5. Policies for Specific Facilities.**

Regulations applying to the use of Robertson Memorial Field House, the Bradley Student Center, and Neumiller Lecture Hall are listed below, and are in addition to those specified above.

#### **a. Robertson Memorial Field House.**

- 1) While the Field House was planned largely in terms of needs of the athletic and physical education program, it is used as an auditorium, conference center, etc. All scheduling of the Field House shall be done through the Director of Conference Facilities with the guidance of the Field House Scheduling Committee.
- 2) University departments and agencies, including approved student groups, may use the Field House provided their needs cannot be cared for adequately in other University facilities. However, each event must be significantly related to the purposed and curricula of the University and, if a student activity, have the approval of the faculty sponsor and the director of Student Activities. If admission is charged the sponsoring group shall pay the basic operational costs plus 10% of the gross receipts, unless the net proceeds from the event are donated to Bradley University's Financial Aid Program. If no admission is charged or the net proceeds from the event are donated to Bradley, only a basic operation cost of setting up the facility for the program will be charged.
- 3) Non-University groups may apply for use of the Field House for non-conference meetings of public or social significance contributing to the welfare of the local community.
- 4) The Field House will not be made available for athletic contests of professional nature unless such contests are under *direct sponsorship* of the University, or unless the proceeds go entirely to charity or the University with no fee or percentage to go to any individual or group for private gain. The use of the Field House for private profit or fund raising by individuals is prohibited.
- 5) The Field House may be made available to acknowledged primary candidates for the office of Governor, Congressional Representative and Senator of the State of Illinois, and the Office of President and Vice President for one appearance, and one additional appearance if chosen as a candidate, when sponsored and

financed by a chartered campus organization. Admission charges and financial solicitation will not be permitted at any appearance of political candidates.

- 6) The Field House Scheduling Committee is charged with the interpretation of policy and shall settle all conflicting requests, exceptions and extenuating situations not covered under the existing written policy for use of Robertson Memorial Field House. Specifics regarding the use of the Field House will be discussed when application is made.

**b. Bradley Student Center. (see also page 114)**

There are ten meeting rooms available in the Student Center, varying in seating from 12 to 65, and they may be scheduled through the appropriate office in the Student Center. The Director of Student Activities schedules Meeting Rooms One through Six and Conference Rooms 202 and 203 and the Marty Theatre. The Director of Conference Facilities schedules Conference Room One, the Ballroom, the Alumni Dining Room, and appropriate areas in the Student Center cafeteria with permission from the Director of Food Service. The Student Center Ballroom has a maximum capacity of 600 for a meeting and approximately 575 for dining. The chief officer of the club or organization must submit in writing to the appropriate director in the Student Center, prior to the event, a guarantee that the physical facilities will be returned to the condition in which they were found. If, however, in the opinion of the Director, security is needed for the meeting, or if custodial services are necessary to prepare adequately the room for another organization, the Director shall arrange for such service and bill the charges to the group using the room.

- 1) In reserving rooms, preference is given to events that have to be planned months in advance or to planned annual events. Student Center facilities and physical arrangements are normally available without charge in order to encourage use of the Student Center by the University organizations.
- 2) In some cases, the Student Center charges for the use of the Student Center rooms. For information on possible fees call the Director of Conference Facilities in the Student Center (ext. 2227).
- 3) Specific procedures for reserving facilities in the Student Center are detailed in the STUDENT HANDBOOK published each fall.

**c. Neumiller Lecture Hall.**

The following policies and procedures have been established to govern the use of Neumiller Lecture Hall (formerly Neumiller Chapel) in Bradley Hall:

- 1) Responsibility for scheduling Neumiller Lecture Hall shall be as follows: Classes-Registrar; Conferences-Director of Conference Facilities; All other-CLAS Dean's Office.
- 2) All requests for the use of the Lecture Hall shall be made no less than two days prior to its intended use.
- 3) Because the facility is designated primarily for instructional purposes, first priority shall be given to class use. Large enrollment classes shall have highest priority, followed by smaller classes that require use of the unique media capabilities of the Lecture Hall. Second priority shall be given to administrative use and approved academic lectures (e.g., Founder's Day, Olive B. White Lecture, summer orientation). Non-Bradley conferences shall have next priority. Extracurricular uses, including uses by student organizations, require the written approval of the Dean of the College of Liberal Arts and Sciences, and such uses will require supervision of a faculty member or administrator during the entire time the facility is being used.
- 4) The Dean of the College of Liberal Arts and Sciences and the Director of Conference Facilities shall plan their respective activities in a cooperative joint meeting.
- 5) The Director of Audio-Visual Services will have the responsibility for coordinating requests for all uses of audio-visual equipment needed for scheduled Lecture Hall events, provided such requests are processed at least two days prior to the day the equipment is required. All audio-visual equipment shall be operated by a person designated by the Director of Audio-Visual Services. All nonacademic or non-administrative service shall be on a fee recoverable basis.



- 6) No food or beverage will be allowed in Neumiller Lecture Hall.
- 7) The cost of special custodial and other services incurred in conjunction with presentations on Saturday afternoon and Sunday shall be borne by the user.
- 8) The NO SMOKING regulations of the University shall be rigidly enforced at all times.
- 9) The Lecture Hall will be locked when not in use. The Dean of the College of Liberal Arts and Sciences Office will be responsible for unlocking and locking the Lecture Hall during normal working hours. The Director of Conference Facilities will be responsible when conferences are scheduled in the Lecture Hall in evenings or on weekends.

**d. Hartmann Center for the Performing Arts.**

Respecting the wishes of the major donors, the two theatres, shops and reception areas of the Hartmann Center are used extensively by the Departments within the College of Communications and Fine Arts for curricular and co-curricular programs. Schedules are devised well ahead in order to facilitate rehearsals and preparations necessary for public performances.

- 1) The following policies have been established for use of the Meyer Jacobs Theatre, Hartmann Center, during the normal semesters:
  - a) First priority shall be for University Theatre performances, including usual three-to-five week rehearsal and preparation times.
  - b) Second priority shall be for performances sponsored by the College of Communications and Fine Arts, including rehearsal and preparation time.
  - c) Third priority shall be for University-wide events, such as Founder's Day, Admissions programs, Activities Council Performances Series, and Cultural Affairs programs.
  - d) Subject to availability of the space and personnel, Hartmann Center may be booked by University-wide organizations only when other facilities are not adequate for a particular performance event of University-wide interest.
  - e) The Office of the Dean of the College of Communications and Fine Arts administers scheduling Hartmann Center. Specific policies apply to audio or video recording, photography, receptions, ticketing, programs, ushers, technical personnel and accommodations, and other details for events scheduled at the Center.
  - f) The costs of services in conjunction with presentations shall be borne by the user.
  - g) All University regulations shall be strictly enforced during any use of the facility.
- 2) During periods outside the normal semesters (recesses, interims, summers), Hartmann Center may be made available to community organizations for performances which are in keeping with the nature of the facility and which provide students with significant cultural opportunities. The Office of the Dean, administers such requests.
- 3) Requests which are not covered by these guidelines will be considered by the Dean of the College of Communications and Fine Arts, and the Chairperson, Department of Theatre Arts.

**e. Dingeldine Music Center.**

Respecting the wishes of the major donors, the Peters Recital Hall and rehearsal areas within the Dingeldine Music Center are used extensively by Departments within the College of Communications and Fine Arts for

curricular and co-curricular programs. Schedules are devised well ahead of time in order to facilitate rehearsal and preparations necessary for public performances.

- 1) The following policies have been established for use of the Peters Recital Hall, Dingeldine Music Center, during normal semesters:
  - a) First priority shall be for Department of Music sponsored performances, including rehearsal and preparation times. The Department sponsors faculty concerts and student recitals as well as community and guest performances which provide additional opportunities for the University community to enjoy music.
  - b) Second priority shall be for performances sponsored by the College of Communications and Fine Arts, including rehearsal and preparation time.
  - c) Third priority shall be for University-wide events, such as Founder's Day, Admission programs, Activities Council Performance Series, and Cultural Affairs programs.
  - d) Subject to availability of the space and personnel, Dingeldine Music Center may be booked by University-wide organizations only when other facilities are not adequate for a particular performance event of University-wide interest.
  - e) The Office of the Dean of the College of Communications and Fine Arts administers scheduling Dingeldine Music Center. Specific policies apply to audio or video recording, photography, receptions, ticketing, programs, ushers, technical personnel and accommodations, and other details for events scheduled at the Center.
  - f) The costs of service in conjunction with presentations shall be borne by the user.
  - g) All University regulations shall be strictly enforced during any use of the facility.
- 2) During periods outside the normal semesters (recesses, interims, summers), Dingeldine Music Center may be made available to community organizations for performances which are in keeping with the nature of the facility and which provide students with significant cultural opportunities. The Office of the Dean administers such requests.
- 3) Requests which are not covered by these guidelines will be considered by the Dean of the College of Communications and Fine Arts, and the Chairperson, Department of Music.

## G. SERVICES AVAILABLE TO THE FACULTY

### 1. Health Center.

The Bradley Health Center is a centralized health care facility that is available to receive students, faculty and staff who experience physical illness or who need continuing services as prescribed by a family physician. Ongoing medical services such as allergy injections, and other medical treatment plans are continued through the Health Center for the student who is away from home. Two physicians and three nurses provide diagnostic services, primary health care and referral for more comprehensive services.

Whenever students, faculty or staff experience physical discomfort caused by disease, injury, or emotional duress, they should seek the services offered by the Bradley Health Center. In addition, patients with questions about their physical functioning and/or concerns about their well-being should be referred or self-referred to the Center.

Those who have prescribed medical treatment plans (e.g. hemophiliacs, allergy treatment, injury dressing, etc.) that need to continue in the absence of their family physician should also seek the services of the Health Center.

#### a. Access to Service:

The Center is located on the first floor of Heitz Hall and the hours of operation can be learned by calling the Center at 677-2700. Patients do not need to make an appointment to see a nurse, but must have an appointment to see the physician.

After hours, patients should use the services of Saint Francis Medical Center or other area hospitals. In this case, the name of Dr. Henry Gross, Bradley Health Center Medical Director, should be given to ensure that the Center is notified. Assistance to receive after-hour care or emergency services is provided by residence hall staff and the Security Office.

Service and medications dispensed at the Health Center are free-of-charge. When it is necessary to write a prescription, patients will be charged for that medication by the pharmacy of their choice. All medical services provided outside the Health Center (i.e. referrals) will be charged by the service provider.

#### b. Guideline for Emergencies:

The Health Center Committee has approved the following procedure for University personnel to follow in the event of injuries or sudden illness.

- 1) Call an ambulance if emergency appears serious, person unconscious, unable to move, there are signs of heavy bleeding, or other abnormal signs.
- 2) Notify Security (Ext. 2000) so they may be of assistance.

Remember: If any doubt exists, call an ambulance first, others next. Provide whatever first aid you can until medical help arrives--but do only what you are competent to do.

### 2. University Bookstore.

The Bradley University Bookstore is operated by Barnes and Noble as a service to faculty and students. In addition to textbooks and classroom supplies, the Bookstore stocks greeting cards, stationery items, campus clothing, emblematics, and snacks; also a selection of trade books, best-sellers, and sale books. Services include film processing, check cashing up to twenty-five dollars and special book ordering at no additional charge (except for "rush" service). The Professional Bookstore located at Campustown serves the professional needs of the campus and the community in art, business, computing, engineering, medicine and others.

Faculty, staff and their dependents are entitled to a ten percent discount on all merchandise except bus, movie tickets, postage stamps, newspapers, magazines, class rings, food items, film, film processing and cigarettes. The ten percent

discount applies to sale items, unless marked "no further discount". To receive a discount on textbooks, one must present a class schedule listing the texts to the clerk at the back desk for approval. All other discounts are handled at the cash register by presenting your Bradley I.D. card.

For information on obtaining desk copies, you should check with the text supervisor. Desk copies may be taken out on loan, but must be replaced with an unmarked and saleable copy by the end of the semester. Desk copies should be signed out on a Bradley University requisition or paid for, and later refunded as the new book comes in. Office supplies, tradebooks, etc., signed out on a Bradley University department requisition will be discounted twenty percent. Textbooks are discounted ten percent on a Bradley University requisition.

Personal purchases may be paid for by cash, check, Visa, MasterCard, or American Express.

### **3. Mail Service.**

Mail is picked up from the main Peoria Post Office at 7:00 a.m. First and second class mail is sorted and distributed to the various buildings after mail is received. Interdepartmental campus mail is picked up and delivered concurrently.

Outgoing mail is delivered to the Peoria Post Office at approximately 4:00 p.m.

All outgoing mail is handled through the Mail Room in Macmillan Hall. All postage is charged back to the department for billing. For large bulk mailings a call can be made to Ext. 2915 for a special pickup.

No mail other than official University correspondence will be stamped in the Mail Room. If faculty members wish the mail room personnel to pick up personal mail, it must bear fully prepared postage.

### **4. Telephone Service.**

Bradley owns and operates its own telephone system. All equipment and wiring is University property. Modifications to telephone wiring of equipment may be performed only by the campus Telecommunications Office.

To call another campus extension, dial the called party's 4-digit campus number. To place a local call, dial "9" and then the seven digit number.

Those who have questions, need information, or want to report service problems regarding a telephone, should call Telecommunications at ext. 3046. Telecommunications can provide a calling card for placing business calls while traveling. This may require the approval of an administrator.

Instructions may also be obtained from Telecommunications on how to activate special telephone features: receive multiple simultaneous calls; redirect calls; hold, transfer, or conference them; or send real-time or delayed voice messages to other persons on campus.

Virtually every University employee's telephone has access to AUDIX voice mail. AUDIX is an electronic message service that records calls when someone is busy or away from the phone. It also allows users to address messages to one or more other users, and schedule message delivery up to a year in advance.

All department or office administrators receive a monthly printout of all toll calls made from their office extensions. Those who make personal long distance calls from a University telephone, must make arrangements to pay for those calls at the end of the month. Those who do not receive a monthly printout should see their immediate supervisor to make the appropriate payment arrangements.

The Bradley University Telephone Directory provides additional information which further explains dialing procedures, special features, and other pertinent telephone information.

For more information on systems, their features, printed documentation and training classes, call ext. 3046.

## 5. Print Shop.

The Campus Print Shop, located in Macmillan Hall at 1308 W. Bradley Avenue, provides services to all departments and divisions of the University. The operator is on duty from 8:00 a.m. through 4:30 p.m., Monday through Friday. Work will be accepted and delivered during this time only. Printing which cannot be handled by the Campus Print Shop will be contracted to an off-campus vendor.

In utilizing the services of the Print Shop, the following procedure should be followed:

To order material from the Print Shop, a requisition should be sent to the General Services Supervisor in Macmillan Hall, preferably two weeks prior to the desired delivery date.

The requisition should show the following information:

- Quantity
- Name or number of form
- Size
- Kind, color, and weight of paper
- If job is to be padded, state how many sheets and set desired
- Date needed and where to deliver
- Attach sample of previous or new camera-ready copy

## 6. Duplicating, Audio Visual Services.

The Duplicating Center is located in Room 1 of Bradley Hall. The Center specializes in rapid duplicating for small orders of 8 & 1/2 x 11 or 8 & 1/2 x 14 materials, and can generally provide service within 24 to 48 hours for larger orders. The hours are 8:00 a.m. to noon and 1:00 to 5:00 p.m., Monday through Friday.

Contact Audio Visual Services (ext. 2334) for further information.

## 7. Purchase, Supply or Service Requisition.

All requisitions must be signed by the department chairperson or properly designated person, and approved by the Purchasing Department. Standard University requisition forms are available in pads stocked by Office Supply (which is in Macmillan Hall).

Each numbered requisition comes in four colors: white, blue, pink and yellow. The first three copies are to be sent to the Purchasing Department, the yellow to be retained by the requisitioning department or division. (The three copies sent to the Purchasing Department should not be separated.) After action has been taken on the requisition, the pink copy is returned to the requisitioning department or division, noting the name of the suppliers and the number of the University purchase order used. A requisition form must never be used as a purchase order for an off-campus purchase. Frequently used office supplies and articles carried in the Bookstore stock are available for delivery and can be personally picked up after approval of the requisition by the Purchasing Department.

When materials requisitioned from an outside vendor are delivered by the Receiving Department, the recipient will be asked to sign a receiving form. At the bottom of the receiving form, the following request is made:

“You are requested to open and examine this shipment at your earliest convenience. If merchandise does not conform to that ordered on your requisition number above, notify Purchasing Office within 12 hours of receipt. If no notification of variance is received, invoice will be processed for payment.”

When submitting requisitions, faculty members should be as specific as possible regarding quantity, size, color, and other pertinent details in giving the Purchasing Office information concerning the estimated cost of the material and the date on which the material is needed.

The use of unauthorized purchasing procedures will result in personal liability of the purchaser for the amount of the purchase.

## 8. Check Cashing Service.

Personal checks to a maximum amount of \$150 may be cashed at the Controller's Office upon presentation of identification. Second party checks will not be accepted.

Hours:

Monday-Friday	9:00 a.m. - 12 noon 1:00 p.m. - 4:00 p.m.
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## 9. Notary Services.

Notary service is available in the Controller's Office or Financial Assistance Office without charge to faculty or students.

## 10. Lost and Found Property.

Lost or found articles in a building should be taken to the main office within that building. Offices receiving property will notify Security immediately so that owners may be located.

Articles lost or found on the University grounds should be taken to the Security Office in Macmillan Hall, 1308 Bradley Avenue (ext. 2000).

## 11. Vehicle Registration.

All faculty who want to park on University property must register their vehicles with the University. Faculty are limited to two free parking decals. If a citation is received for a traffic violation, it should be paid or appealed promptly.

During certain events and at any time the University may deem it necessary, parking on campus may be restricted. Any questions concerning parking or vehicle registration should be directed to the Security Office, Macmillan Building, 1308 Bradley Avenue (ext. 2000).

## 12. Police/Security Department.

The University maintains a Campus Police Department which includes a traffic section. The purpose of this Department is to provide protection, and other services that are required to assist the Administration in the orderly conduct of University business. The Department is located in Macmillan Hall, 1308 Bradley Avenue (ext. 2000). When on campus, if assistance is needed the Bradley Security Office should be called first, either directly or through the Bradley Operator. Requests for such assistance will be relayed immediately to an on-duty officer.

## 13. Dining Facilities.

The University's dining facilities are located in the Student Center.

Cafeteria serving hours are:

Hot breakfast:	7:30 a.m. - 9:00 a.m.
Continental breakfast:	7:30 a.m. - 10:30 a.m.
Lunch:	11:00 a.m. - 1:30 p.m.

The Alumni Reunion Dining Room of the Student Center is open during the fall and spring semesters from 11:00 a.m. until 1:30 p.m., Monday through Friday (except holidays).

The Yankee Inn snack shop is open from 11:00 a.m. until 10:00 p.m. during the fall and spring semesters, Monday through Friday (except holidays).

The Student Center offers excellent banquet and dining facilities in the Ballroom as well as in other rooms for smaller dining meetings. For information on possible costs and other matters call the Director of the Student Center.

## H. SPECIAL AWARDS

### 1. Honorary Degrees.

- a. Bradley University shall confer honorary degrees in recognition of outstanding achievement in the various fields of human endeavor and in celebration of personal excellence. Such degrees may be awarded posthumously.
- b. Honorary degrees may be conferred at the winter and spring commencements and upon other appropriate occasions.
- c. The honorary degree awarded to any individual shall be based on criteria generally recognized in higher education and appropriate for the achievement and excellence being honored.
- d. In general, no more than three honorary degrees shall be conferred at any one occasion.
- e. Any member of the student body, faculty, administration, alumni and the Board of Trustees of the University is eligible to submit to the Committee on Honorary Degrees the names of one or more candidates for an honorary degree. Persons submitting nominations should provide written evidence in support of the nominee. Forms for this purpose are available from the Office of the Provost.
- f. The Committee on Honorary Degrees shall review the qualifications of all nominees and shall submit its recommendations to the President of the University and to the Board of Trustees for approval.
- g. The names of nominees for honorary degrees to be awarded at commencement or other regularly scheduled convocations shall be submitted to the Committee on Honorary Degrees no later than two months prior to the convocation at which it is proposed the degree shall be awarded.
- h. At the beginning of each regular semester, the Committee on Honorary Degrees shall invite nominations from members of the University.
- i. Nominations for honorary degrees to be awarded at special convocations may be made at any time.

### 2. Putnam Award for Excellence in Teaching.

The Putnam Award is presented to a full-time member of the Bradley faculty holding the rank of associate professor or professor. The purpose of the award, sponsored by the late Mr. Charles M. Putnam, Jr., and Mrs. Putnam, is to recognize excellence in teaching at Bradley University. The recipient is presented with an appropriately engraved certificate, a medallion, and an honorarium.

#### a. Guidelines for the Putnam Award Nomination.

Nominations for the Putnam Award may be made by any full-time student who holds junior or senior class standing or any full-time member of the academic staff of Bradley University.

Nominations for such an award may be made from the full-time faculty members of Bradley University who, when nominated, meet the following requirements:

- 1) Hold the academic rank of Associate Professor or Professor.
- 2) Have been a full-time faculty member of Bradley University for three years.
- 3) Not be a dean of a college.

The characteristics of excellence in teaching considered for the award are: scholarship, class planning, communicative ability, variety in methods of evaluation, and personal relations with students and colleagues.



Nomination ballots, supporting forms for each of the five categories listed above, and any other appropriate information can be obtained from the Office of the Provost and Vice President for Academic Affairs.

### **3. Francis C. Mergen Memorial Award for Public Service.**

The Francis C. Mergen Memorial Award for Public Service will be presented annually to a member of the Bradley University faculty or professional staff who distinguishes himself or herself in the field of public service. The award is named in honor of the late Francis C. Mergen, the respected former chairperson of the University's Department of Industrial Engineering, who gave so much of himself in service to others.

### **4. Samuel Rothberg Award for Professional Excellence.**

The Samuel Rothberg Award for Professional Excellence is presented annually to honor a Bradley faculty member who has made significant contributions to his or her field of knowledge since becoming affiliated with Bradley University. The recipient is presented with an appropriately engraved certificate, a medallion, and an honorarium. The selection is made by a committee of previous Rothberg Award recipients.

#### **a. Guidelines for the Samuel Rothberg Award for Professional Excellence:**

- 1) The recipient has made an original contribution to his or her field.
- 2) The recipient's contribution has been exposed to critical appraisal by professional peers through publication, exhibition or personal presentations.
- 3) The recipient has shown evidence that his or her creative activity has been prolonged and is ongoing. One indication of this would be a record of publications, presentations, performances, or exhibitions spanning a period of time including the present or recent past.
- 4) The recipient is currently affiliated with Bradley University and has been so affiliated for not less than four years. Moreover, some of the recipient's work has been done during the affiliation with Bradley.

### **5. New Faculty Achievement Awards.**

Formerly called the Burlington-Northern Foundation Faculty Achievement Awards, these awards are presented to tenure-track faculty members who have not yet attained tenure. Two awards are given: one for teaching and one for scholarship. Nomination forms and guidelines are available each spring from the Office of the Provost and Vice President for Academic Affairs.

### **6. First-Year Faculty Award**

Formerly sponsored by the Sears-Roebuck Foundation, this award is given to an outstanding tenure-track faculty member who has completed one year at Bradley University. Nomination forms and guidelines are available from the Teaching Excellence Committee.

**APPENDIX A.**

**Tenure and Promotion  
Conceptualization Statement  
for Professorial Ranks**

# STATEMENT ON CRITERIA FOR TENURE AND PROMOTION

This statement provides a framework and elaboration for the criteria for tenure and promotion primarily as they relate to faculty in the professorial ranks. Lecturers are not eligible for promotion and have separate and distinct criteria for annual evaluation and tenure. See also Chapter III and Appendix B of this FACULTY HANDBOOK.

Criteria for evaluating faculty performance derive from the missions and goals of the University, the colleges, and the departments. At Bradley, the three areas of faculty performance are teaching effectiveness, research and/or creative production, and professional service. Among the three areas, the highest priority is excellent teaching. Toward this end, faculty shall engage in the study and preparation necessary to demonstrate successful teaching. Teaching is complemented and enhanced by research and/or creative production. Accordingly, faculty shall engage in an active professional program that leads to publication and/or creative production. Finally, as members of the university community, faculty shall engage in service to the profession.

## Teaching Effectiveness

All faculty shall demonstrate successful teaching performance. To that end, the classroom, lab, studio or other instructional site is the primary focus of their efforts. Because the body of knowledge in each discipline steadily expands, a faculty member maintains teaching competence by regularly and substantially investing time in study, scholarship, practice, and application. The form that this professional development takes will vary. It may entail self-study to broaden or deepen one's knowledge of the field; it may involve the reading of current literature to remain up to date in research; it may encompass attending courses or workshops; or it may stem from extended study facilitated by sabbatical leave. Furthermore, successful teaching also encompasses activities such as advising, counseling, course development, and course revision.

Although the faculty widely affirm the importance of teaching effectiveness, evaluation remains complex. Departments and/or colleges should select the type(s) of evidence for appraising and documenting teaching effectiveness. Examples include questionnaires distributed to students, graduating majors, and alumni, peer review, professional plans, and examination of syllabi and tests.

## Research and/or Creative Production

Research and/or creative production fulfill a vital role both in enhancing the teacher's classroom performance and in expanding the accumulated knowledge of the field. All faculty members shall engage in scholarly and/or creative pursuits as an intrinsic activity of the profession they have chosen and for which they have been prepared by education and training. Faculty members shall also interact with the community of scholars and artists outside of Bradley University as part of their professional work.

The forms that research and/or creative production take vary with area of specialization. In many areas, outside professionally peer reviewed works will be the form to demonstrate research and/or creative production, while in others competence will be displayed through performance or other creative output. Guidelines for research and/or creative production should be made known to individual faculty members at the time they are hired. Their progress in meeting these standards should be reviewed annually and discussed with the faculty member. Moreover, all faculty on a tenure track should show evidence of outside review of their work, which may take the form of peer review, juried review, editorial review, etc. The specific form of this review depends upon the conventions of the discipline involved.

## Professional Service

Bradley University operates on the principle of shared governance. As such, faculty members shall participate in the committee structure and governing process of the department, college and University.

In addition, Bradley is an independent urban university with an outreach into the community. An integral part of this outreach is the participation of faculty members in community, regional, and national activities. Their expertise is a valuable resource to community organizations. Each college must determine for itself the importance of community participation in the evaluation process.

While all faculty shall perform some form of service, this criterion is less important than teaching and/or research and creative production. Furthermore, the extent of service participation will vary among faculty members, particularly with regard to the stage of their academic career. Service demands at the college and university level, for example, are normally light to moderate in the early years of a faculty member's career. Service may take a variety of forms such as departmental duties, college or University committees, the University Senate, college councils, the board of directors of a community organization or a board of a professional organization. It may also take the form of addresses to local groups or professional organizations.

## **Professional Development**

Study or practice to facilitate intellectual and professional growth comprises professional development, a goal all Bradley faculty shall pursue. Over the long term of a career, teaching effectiveness, the quality of a faculty member's interaction with students and colleagues, research and/or creative production, and service all depend on a commitment to and a capacity for professional growth.

## **Procedures of Faculty Evaluation**

The annual activity report completed by Bradley faculty members serves as the instrument by which they inform the department the college, and the University of their teaching, research and/or creative production, and service activities. It is the function of the chairperson to formally inform faculty members on the adequacy of their performance in meeting the evaluation criteria. Provided annually, this information shall include written comments on faculty members' professional performance. In this manner, a faculty member shall know on a yearly basis whether she or he is making satisfactory progress toward tenure and promotion.

Colleges may choose to use annual professional plans (on goal setting and review) or other such instruments to supplement the annual faculty activity report.

The faculty of each College and department shall develop a document stating guidelines for applying the University criteria in accordance with the highest standards appropriate to each discipline and the special circumstances of the college and department. These shall be subject to approval by the Dean and the Provost, who review all tenure and promotion recommendations. Equally important, the tenure and promotion criteria statements of colleges and departments shall be consistent with both the intent and the application of University criteria.

## **Tenure and Promotion Decisions at Bradley**

### **Tenure**

The probationary period provides a period during which a department reviews the performance of a faculty member in terms of its established criteria. When a faculty member is appointed to a tenure-track position, the department judges this individual to possess the potential to attain tenure and promotion. Each year through the annual review process, the department assesses the faculty member's progress toward achieving this goal. The annual review provides a formal statement regarding the faculty member's professional performance. Accordingly, these evaluations shall be discussed in a timely manner with each faculty member. Therefore, all faculty know on a yearly basis whether they are making progress toward tenure. Each positive annual review strengthens the presumption that this faculty member will be granted tenure.

The probationary period is six years. During a faculty member's sixth year, the Department makes a decision on tenure.

The criteria used to evaluate the faculty member are:

- 1) A record of successful teaching in the fields for which he or she was appointed.
- 2) A record of achievement in research and/or creative production with the promise of comparable academic performance and professional growth in the future.
- 3) A record of satisfactory participation in professional service.

Each faculty member shall attain at least satisfactory performance in teaching effectiveness, research and/or creative production, and professional service, and contribute in a meaningful way to the University, the College, and the department of which she or he is a member.

## Rank and Promotion

Rank serves a different function than tenure. Tenure is a decision involving a long term commitment to a faculty member. Rank, on the other hand, delineates benchmarks on a career path. All faculty should continue to grow, progress, and develop along a professional path. When certain critical stages are reached, rank is conferred.

*Assistant Professor.* A person appointed or promoted to the rank of Assistant Professor shall be judged to possess the capacity to become a successful teacher, to develop and exhibit the potential to conduct publishable research and/or outside professionally peer reviewed creative production, to show willingness to participate in service, and to develop and display a commitment to professional development in the above three areas. An Assistant Professor shall have an earned doctorate or other appropriate terminal degree or evidence of progress toward a terminal degree.

An Assistant Professor shall successfully progress in developing courses and pedagogy, as well as in undertaking a program of research and/or creative production. Assistant Professors shall also contribute to professional service. However, service expectations are of a lower relative priority, especially during the early years of a career.

*Associate Professor.* To be appointed or promoted to the rank of Associate Professor, a faculty member shall have demonstrated a record of professional achievement. This record should include successful teaching performance, published research and/or outside professionally peer reviewed creative production. This faculty member shall also participate actively in professional service. The minimum time of completion in the rank of Assistant Professor is five years, except for rare and extraordinary cases. An Associate Professor shall have an earned doctorate or other terminal degree appropriate to the faculty member's teaching field.

*Professor.* To be appointed or promoted to the rank of Professor, a faculty member shall have achieved an academic career earning recognition from colleagues at Bradley, as well as from peers outside the University. To qualify for Professor, the faculty member shall manifest a deep-seated and on-going commitment to a discipline, to teaching, to research and/or creative production, professional service, and to professional development.

Such a commitment shall be demonstrated in several ways. This individual shall have reached a highly successful level of teaching performance. The courses that the faculty member teaches shall have taken on the marks of his or her scholarship, innovation, and experience. The research and/or creative production of this faculty member shall have progressed to the point where she or he has achieved significant accomplishments. In addition, the faculty member shall also have developed a well-formulated self-sustaining program of research and/or creative production with both immediate and long-term objectives. As a senior faculty member, this individual shall have recognized and accepted responsibility as a member of the academic community by contributing his or her talents, leadership, and expertise to the needs of department, college, university, and community. In sum, the faculty member shall have attained a level of distinction that compares favorably with professors in similar institutions.

Finally, the faculty member shall have served a minimum of five years in the previous rank before qualifying for promotion to Professor. However, it is the fulfillment of the above standards that qualifies one for promotion, not merely the completion of this minimum period. A Professor shall have an earned doctorate or other terminal degree appropriate to the faculty member's teaching field.

**APPENDIX B.**

**Conceptualization Statement  
Regarding the Rank of Lecturer**

# Statement on Lecturers

## Purpose

The purpose of the rank of Lecturer at Bradley University is to:

- 1) provide full-time faculty on a continuing basis to teach introductory undergraduate courses too numerous to staff with professorial tenure-track faculty. The purpose is to augment, not substitute for, required Professorial, tenure-track positions, and
- 2) ensure that these courses are well taught by
  - a) developing a group of faculty who make and receive a long-term commitment to teaching at Bradley;
  - b) providing them with opportunities for professional development pedagogical improvement;
  - c) evaluating them annually on teaching effectiveness, service, and appropriate professional development related to pedagogical improvement; and
  - d) providing incentives for commitment by involving them as appropriate in the affairs of their department, college, and university.

The Lecturer position is not to be used to fill curricular needs that are appropriately met by professorial tenure-track positions. To provide for enrollment fluctuations, part-time and full-time temporary faculty appointments will augment professorial tenure-track appointments. The Lecturer position is intended to be a continuing appointment. Therefore, positions are designated as "Lecturer" based only on a demonstrated sustainable curricular need.

## Authorization

Requests for Lecturer positions must originate within the department and be recommended by a majority vote of all full-time faculty of the department with at least one year of service and who are tenured or are in tenure track positions. Upon the approval of the Dean, the request will be forwarded to the Provost and Vice President for Academic Affairs for authorization. The Provost will make the decision to authorize the position.

The number of Lecturer positions in any department must not exceed twenty percent of the number of full-time tenure track positions within that department. Additionally, since the Lecturer is to be used only for special cases, the number of Lecturer positions University-wide must not exceed five percent of the full-time tenure track teaching positions.

## Rights and Obligations

Lecturers are eligible for tenure, with all the rights and obligations described in the Faculty Handbook, after the probationary period, except for the following limitations:

- 1) Lecturers do not participate in decisions involving tenure and promotion of faculty in the professorial ranks.
- 2) Lecturers are not eligible for promotion to Instructor, Assistant Professor or any other position or rank. A Lecturer may apply for a professorial position if she/he has achieved the appropriate qualifications (e.g. the terminal degree) specific to the vacancy. However, the Lecturer will be treated as any other applicant from the pool. Should a Lecturer receive an appointment to a professorial position, this shall be considered a new appointment and the individual's new tenure probationary period shall commence with this Professorial appointment.
- 3) If retrenchment in a department becomes necessary, Lecturers in their probationary period shall not be retained at the expense of those in Professorial rank positions.

## Standards and Criteria

Because the purpose of the Lecturer rank is specifically to provide teaching for introductory courses, the appointment, annual evaluation and tenure requirements are specific to this rank. Faculty members at the rank of Lecturer will be evaluated on teaching effectiveness and professional service only, with particular emphasis on teaching. Lecturers are engaged for the exceptional contributions they can make to the classroom and/or laboratory in their courses and are not, therefore, expected to engage in the research and creative production activities of the type appropriate and necessary for the professorial ranks.

See Chapter 3 of this Handbook for specific criteria relating to the appointment, annual evaluation and tenure criteria for Lecturers.

Sample cover letter for the questionnaire used in the annual evaluation.

FACULTY QUESTIONNAIRE ABOUT \_\_\_\_\_,

DEAN OF THE COLLEGE OF \_\_\_\_\_.

*Introductory Remarks*

This survey questionnaire is being submitted to all full-time faculty of the College with one year of service or more and a rank of instructor or higher. It is designed to collect information about how the Dean is perceived by the faculty of the College.

Do not put your name on this questionnaire. Your anonymity as a respondent shall be protected at all times.

Please fill it out and return it to the Provost in the enclosed envelope no later than October 15, 19\_\_.

Your individual response, together with all of the other faculty responses, will be read and tabulated by the Provost. The Provost will then forward the individual responses and the tabulations to the Dean. The Provost will discuss them with the Dean and use them, along with information from other sources, in evaluating the Dean.

The Provost invites you to submit additional, confidential, signed comments on the Dean. Signed comments must be submitted under separate cover. The Provost will hold your comments in strict confidence. The Provost may call you to discuss your comments or ask your permission to share your comments with the Dean.



Sample cover letter for the questionnaire used in the third year evaluation.

FACULTY QUESTIONNAIRE ABOUT \_\_\_\_\_,

DEAN OF THE COLLEGE OF \_\_\_\_\_.

*Introductory Remarks*

This survey questionnaire is being submitted to all full-time faculty of the College with one year of service or more and a rank of instructor or higher. It is designed to collect information about how the Dean is perceived by the faculty of the College.

Do not put your name on this questionnaire. Your anonymity as a respondent shall be protected at all times.

Please fill it out and return it to the Provost in the enclosed envelope no later than October 15, 19\_\_.

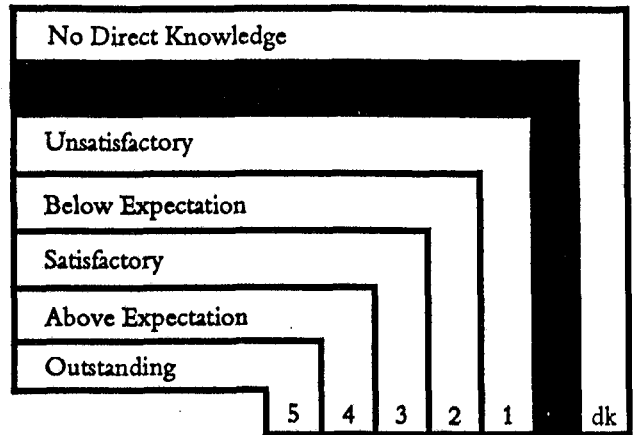
Your individual response, together with all of the other faculty responses, will be read and tabulated by the Faculty Committee. The Faculty Committee will forward the individual responses and the tabulations to the Provost as part of its final report. The Provost will discuss the report, including the completed questionnaires and the tabulations, with the Committee. Then the Provost will forward the report, including the completed questionnaires and the tabulations, to the Dean. The Provost will discuss the report with the Dean and use it, along with information from other sources, in evaluating the Dean.

The Faculty Committee invites you to submit additional, confidential, signed comments on the Dean. Signed comments must be submitted under separate cover. Please submit your signed comments, if any, to a member of the Faculty Committee. The names and campus addresses of the five members of the Faculty Committee are:

	Name	Campus Address
1.	_____	_____
2.	_____	_____
3.	_____	_____
4.	_____	_____
5.	_____	_____

The Faculty Committee will hold your comments in strict confidence. The Chairperson of the Faculty Committee may call you to discuss your comments or ask your permission to share your comments with the Provost. If such permission is granted, the Provost may call at a later date to discuss your comments or ask permission to share your comments with the Dean.

**Questionnaire Approved by the University Senate, Page 1 of 6**

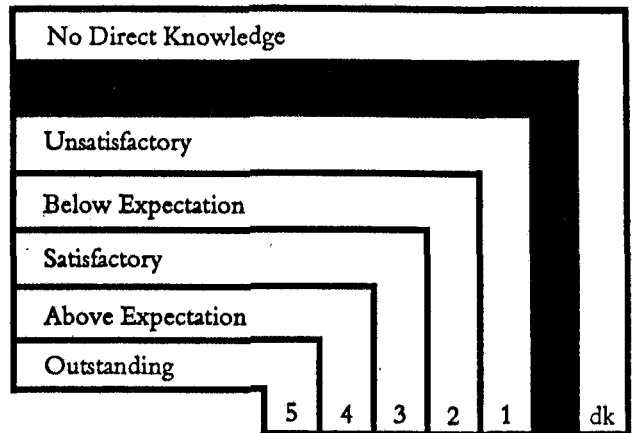


**PART 1: THE DEAN'S MANY ROLES**

What is your assessment of the Dean's performance as:						
	5	4	3	2	1	dk
Leader						
Visionary						
Planner						
Strategist						
Communicator						
Consensus Builder						
Mediator						
Fund Raiser						
Budget Director						
Manager of Plant and Equipment						
Manager of Personnel (other than faculty)						
Overseer of Curriculum						
Representative of Student Interests						
Representative of Faculty Interests						
Representative of the College to the rest of the University						
Representative of the College to the Community						
Maintainer of academic standards for the College						
Promoter of faculty development						
There is room on the next page for your related comments, if any.						
CONTINUED						

**Questionnaire Approved by the University Senate, Page 2 of 6**

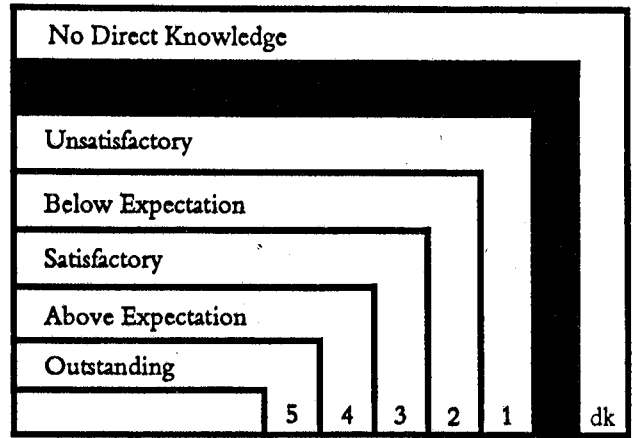
**Optional comments on "The Dean's Many Roles:"**



**PART 2: PERSONALITY TRAITS AND INTERPERSONAL SKILLS**

Integrity	5	4	3	2	1	dk
Fairness	5	4	3	2	1	dk
Respect for shared governance	5	4	3	2	1	dk
Respect for academic freedom	5	4	3	2	1	dk
Promotion of collegiality	5	4	3	2	1	dk
Delegates authority appropriately	5	4	3	2	1	dk
Allows those with delegated authority to exercise it appropriately	5	4	3	2	1	dk
Openness to input from the faculty	5	4	3	2	1	dk
Responsiveness to input from the faculty	5	4	3	2	1	dk
Awareness of his or her own strengths	5	4	3	2	1	dk
Awareness of his or her own weaknesses	5	4	3	2	1	dk
Judgment as reflected in hiring, promotions, and dismissals	5	4	3	2	1	dk
Judgment as reflected in choice of associate and support staff	5	4	3	2	1	dk
Judgment as reflected in faculty appointed to committees	5	4	3	2	1	dk
Judgment as reflected in non-personnel decisions	5	4	3	2	1	dk
There is room on the next page for your related comments, if any.						
CONTINUED						

**Optional comments on "Personality Traits and Interpersonal Skills:"**



**PART 3: COLLEGE GOVERNANCE**

Development of College goals	5	4	3	2	1	dk
Respect for the prerogatives of the faculty	5	4	3	2	1	dk
Respect for the prerogatives of the departments	5	4	3	2	1	dk
Respect for the prerogatives of the department chairs	5	4	3	2	1	dk
Freedom and openness of elections for department chairs	5	4	3	2	1	dk
Use of department chairs to facilitate communication from the Dean	5	4	3	2	1	dk
Use of department chairs to obtain input from the faculty	5	4	3	2	1	dk
Frequency of College executive committee meetings	5	4	3	2	1	dk
Issues brought before the College executive committee	5	4	3	2	1	dk
Manner in which College executive committee meetings are conducted	5	4	3	2	1	dk
Appropriate use of standing College committees	5	4	3	2	1	dk
Appropriate use of ad hoc College committees	5	4	3	2	1	dk
Decision making power of College committees	5	4	3	2	1	dk
Frequency of College meetings	5	4	3	2	1	dk
Issues brought before College meetings	5	4	3	2	1	dk
Manner in which College meetings are conducted	5	4	3	2	1	dk
Information provided to faculty in advance of College meetings	5	4	3	2	1	dk
Decision making power of faculty at College meetings	5	4	3	2	1	dk
There is room on the next page for your related comments, if any.						

**PART 4: OVERALL ASSESSMENT**

What is your overall assessment of the Dean?	5	4	3	2	1	dk
There is room on the lower half of the next page for your related comments, if any.						

**Questionnaire Approved by the University Senate, Page 6 of 6**

**Optional comments on "College Governance:"**

**Optional comments on your "Overall Assessment of the Dean:"**

**APPENDIX D.**

**Faculty Evaluation of  
Department Chairs**



# Bradley University

## Faculty Evaluation of Department Chairpersons

Name of Chairperson \_\_\_\_\_

Dept. \_\_\_\_\_

For each of the following items, please use the scale below to indicate how you think your department chair rates on that item. Use "Unable to Judge" in situations where the item does not pertain to your relationship with the chair or you have no basis for evaluation. Your assessment will be considered by the dean in preparing the annual evaluation of your chairperson. Your chairperson will ultimately receive this questionnaire.

Unable to Judge	┌──────────┐	└──────────┘	└──────────┘	└──────────┘	└──────────┘	└──────────┘
Strongly Disagree	┌──────────┐	└──────────┘	└──────────┘	└──────────┘	└──────────┘	└──────────┘
Moderately Disagree	┌──────────┐	└──────────┘	└──────────┘	└──────────┘	└──────────┘	└──────────┘
Moderately Agree	┌──────────┐	└──────────┘	└──────────┘	└──────────┘	└──────────┘	└──────────┘
Strongly Agree	┌──────────┐	└──────────┘	└──────────┘	└──────────┘	└──────────┘	└──────────┘

<b>1. Teaching, Scholarship, and Service</b>					
A. Encourages high quality teaching					
B. Encourages professional growth/scholarly development					
C. Encourages high quality research/creative production					
D. Encourages service to the University					
E. Encourages the solicitation of external support to enhance the department's mission					
<b>2. Department Management</b>					
A. Demonstrates appropriate understanding of the mission, function, and needs of the department within the context of the College and University					
B. Creates an environment that motivates the personnel to work cooperatively toward common goals					
C. Invites participation in policy development and in other departmental affairs					
D. Effectively utilizes the faculty in developing departmental plans and priorities					
E. Effectively utilizes the faculty in curricular matters					
F. Equitably assigns faculty work loads					
G. Is fair in evaluating faculty					
H. Effectively manages the clerical and technical staff					
I. Effectively deals with perceived weaknesses/problems within the department					
J. Handles conflict resolution in fair and consistent manner					
K. Encourages the mentoring of probationary and part-time faculty					
L. Is helpful to me in getting my job done					

Unable to Judge	↓
Strongly Disagree	↓
Moderately Disagree	↓
Moderately Agree	↓
Strongly Agree	↓

M. Promotes the hiring of high quality faculty					
N. Encourages the promotion, in rank, of high quality faculty					
O. Encourages the recognition of high quality faculty					
P. Effective in retaining high quality faculty					
Q. Effectively guides the budgeting process and the use of departmental resources					
R. Recognizes the need and supports the acquisition of instructional and research equipment					
S. Available for consultation with students, staff, and faculty					
T. Implements policies and procedures in a fair manner					
U. Completes departmental business in a timely manner					
V. Ensures that departmental records are appropriately maintained					
<b>3. Representation Communication</b>					
A. Administratively represents the consensus of the departmental faculty					
B. Keeps faculty informed of Department, College, and University matters					
C. Maintains an environment for the open exchange of ideas					
D. Acts as an advocate for the Department					
E. Works effectively with the College and University administrators					
F. Works effectively with the other department chairs within the college to achieve the department's mission					
G. Promotes departmental interaction with alumni and outside organizations					

## Additional Comments

**A. Comment on the major strengths of the department chair.**

**B. Suggest strategies or actions that would enhance the chair's effectiveness.**

**C. Comment on matters which you consider important but which have not been addressed.**

**D. Overall evaluation of the department chair (please circle):**

**Outstanding      Good      Adequate      Needs Improvement      Unsatisfactory**

Please return this questionnaire in a sealed envelope, marked "Confidential," to the Dean of your College by October \_\_\_\_, 19 \_\_.

# Evaluation of Department Chairs

## *Introductory Remarks*

The purpose of the evaluation process and the questionnaire is to initiate the regular review of the chair's performance by a department's faculty. A constructive evaluation of the department chair allows the faculty members to comment on the governance of the department and it also documents the achievements and progress of the chair, or lack of thereof. The performance of each department chair shall be evaluated by the dean of the appropriate college. The intervals between the evaluations shall be at the dean's discretion, but these evaluations shall be scheduled at least every two years. In making the evaluation, the dean shall solicit information, via the approved questionnaire, from all full-time faculty members in the respective department. If the members of a department are dissatisfied with the operations of the department, they may initiate an interim evaluation of the department chair provided at least one-half of the full-time faculty sign the request. The dean shall hold a conference with the department chair during which the results of the evaluation and how the results will be used shall be discussed. The dean shall forward the completed questionnaires to the chair.

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# FACULTY HANDBOOK INDEX

This Index is intended to be helpful in your search for information, but does not include every reference to the topics in this HANDBOOK.

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