



# ADVANCE BU

Advancing and Maintaining Equity

March 2025

Monthly Newsletter

## Living Our Institutional Values

Bradley's Mission, Vision and Values recognizes that "our differences are our strengths;" that we are committed to creating a "diverse, caring, and inclusive environment;" that "our community [is] built upon the valued relationships we find in each other;" that we empower students to build "lives of purpose and advance a better world;" and that "alongside our dedication to students, we embrace the generation, application, and interpretation of knowledge." Amidst significant challenges facing higher education, these words are more than just slogans. They are a road map guiding us through shifting landscapes. This is because they tell us who we are, and they tell current and prospective students what Bradley offers them— a place to discover and grow and belong; a place to think critically and learn crucial skills and perspectives from faculty who are active scholars in their fields; a place to "Be You" in an environment of mutual respect and active collaboration. ADVANCE BU remains committed to living our institutional values and making Bradley the best it can be.

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## Spotlight: Office of Sponsored Programs Expands Offerings to Support More Faculty and Students

Research and creative production are not only essential components of a tenure-track faculty workload at Bradley, but also a crucial part of Bradley's distinctive educational experiences. With a recent \$1.94 million grant from the National Science Foundation, Bradley's Office of Sponsored Programs (OSP) is now able to offer expanded support for these activities. Drs. Brad Andersh (Chemistry) and Jennifer Gruening Burge (Office of Institutional Effectiveness) are co-PIs on a program designed to expand the services offered by OSP and foster a campus culture that celebrates grant-seeking. To this end, the NSF grant has not only allowed Andersh, as OSP Director, to focus full-time on supporting campus scholarship, but has also funded Bradley's first OSP Associate Director, Michelle Eaton.

In addition to these visible personnel changes, behind the scenes, the Office is building its capacity to serve the campus. It is currently developing a streamlined system for document submission, review, and approval; a pre-submission peer review program; and an OSP Fellows program to more effectively liaise with Bradley's diverse colleges and departments. It is also increasing outreach to faculty. Faculty who would benefit from external funding are asked to complete a **Project Information Form**, which will allow the Office to identify potential grant opportunities tailored to their specific scholarly interests. Additionally, faculty and staff can directly access the database **GrantForward** to search for funding sources, and they can contact Michelle Eaton for help with their search. Once an external funding



**Brad Andersh,**  
*Director of  
Sponsored  
Programs and  
Professor of  
Chemistry &  
Biochemistry*

opportunity is identified, certain projects may also be eligible for grant-writing assistance through the Washington D.C.-based grant-writing agency McAllister & Quinn, which Andersh notes has helped Bradley secure over \$5.11 million in federal grants to support institutional improvement, pedagogical development, and faculty scholarship.

Even as OSP is greatly expanding opportunities for external funding, it has increased both the number of internal grants and the overall funding for these grants. Indeed, while internal grants were temporarily frozen due to COVID (and professional conference funding—which is not managed by OSP—is still limited), Andersh notes that the total budget for OSP internal award programs is 3.5 times higher today than it was in 2018. Specifically, OSP offers three main awards, **Student Engagement Awards** (SEA), **Faculty Scholarship Awards** (FSA), and **Student Travel Awards** (STA), as well as **Proposal Enhancement Grants** (PEG), and **Innovation For Health** (IFH) grants in partnership with OSF Health. Additionally, after OSP reviewed past awards and found that fewer than half of all applicants were funded, it reduced the maximum award amounts on SEA and FSA (from \$10,000 to \$6,000) to ensure that more faculty now have funding to pursue their scholarly goals.

“Of course, no institution’s internal funding will ever be sufficient to achieve its goals,” Andersh observes. Even institutions with much larger endowments constantly apply for external grants to fund both scholarly work and institutional initiatives. While OSP’s expanded services will likely result in more external funding, Andersh notes that “we must also find ways to encourage, celebrate, and reward grant-seeking.” Specifically, he argues that, “As Bradley explores more equitable strategies for assessing faculty performance and rewarding individuals for their amazing work, grant-seeking must be given more credit in the tenure and promotion process,” because it contributes significantly to Bradley’s ability to offer robust scholarly, educational, and other institutional opportunities for faculty, staff, and students alike.



**Jennifer Gruening Burge**, Executive Director of Institutional Effectiveness



**Michelle Eaton**, Associate Director of Sponsored Programs

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## **Equity Quick Takes: Five Employer Practices that Contribute to the Gender Pay Gap**

March 25 is Equal Pay Day 2025, marking the average number of extra days women need to work each year to earn as much as men. In higher education, women in the professorial ranks make an average of 18% less than men nationally. While some of this is due to the concentration of men in historically higher paid fields, researchers note that five practices that exacerbate inequalities are within the employer’s control. Universities are encouraged to revise their practices to avoid these.

1. **Using an applicant’s previous salary as a basis for their starting pay.** Because this simply compounds existing inequalities, 16 states including Illinois now prohibit this.
2. **Not disclosing the salary range to job candidates.** Now prohibited in 13 states, including Illinois.
3. **Lack of salary transparency in the organization.** Studies demonstrate that greater pay transparency reduces the gender pay gap.
4. **Use of retention incentives.** Men are more likely to receive external job offers, and are more likely to ask for (and receive) raises to stay at the institution. If retention incentives are used for some employees, adjustments may need to be made to other employees’ salaries to prevent pay discrimination (per Freyd V University of Oregon).
5. **Failing to conduct regular pay equity audits.** According to Trilby Robinson-Dorn (2025), regular pay equity audits have been considered best-practice for decades, and those employers who do not do them regularly are “out of step” with their peers.

Sources: Equal Pay Today Webinar: **Examining Employer Compensation Practices that Contribute to Pay Inequities** (January 16, 2025).

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## Higher Ed Equity in the News

### Department of Education Reverts to Trump's Title IX Rule

### After Sweeping Anti-DEI Guidance, What Should Colleges Do?

### AAUP Joins Lawsuit to Block Anti-DEI Orders

### Higher Education is Exhausted

### What Keeps Stressed-Out Faculty Going? Their Students

## Upcoming ADVANCE BU Events

*A Chair's Perspective on Revising Bradley's TPR Processes:  
A Lunch & Learn Discussion for Academic Chairs and Directors*

**Thursday | March 6, Noon  
BECC 1122**

Overview and discussion of our [six recommendations](#) for revising Bradley's TPR. [Register here.](#)

*A Chair's View on Changing the Way We Evaluate Teaching: A Lunch & Learn Discussion for Academic Chairs and Directors*

**Thursday | April 3, Noon  
BECC 1122**

Overview and discussion of our [recommendations](#) for revising the way Bradley evaluates teaching. [Register here.](#)

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### Arrange a meeting with your department or group:

ADVANCE BU has recommended a number of changes to the ways we [evaluate teaching at Bradley](#) and for [revising Bradley's TPR guidelines](#). We recognize that different individuals and groups on campus may have different questions, concerns, and ideas. We would be delighted to meet with individuals and groups (for instance, a department, a college, or just a group of colleagues) to explain the proposed changes and hear your feedback. Please [sign up](#) to arrange a time that works for you, or contact [jlhogan@bradley.edu](mailto:jlhogan@bradley.edu) directly.

## A Call for Conversation

Bradley Advocates are a group of men who, out of a recognition of their historical advantage, actively promote a more equitable, fair, and just workplace culture in partnership with people of all genders. As part of this effort, we hope to hear from as many people as possible about their experiences of bias and barriers on campus. If you are willing to meet with an Advocate to share your story, please contact [Tony Hermann](#) or [Chad Lowell](#).

## Bradley Bookshelf

ADVANCE BU wants to celebrate recent Bradley research and creative production that highlights issues of diversity, equity, inclusion, and belonging. Please send details of your new and recent scholarship to [jlhogan@bradley.edu](mailto:jlhogan@bradley.edu).



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