

Bradley University Senate
Agenda
Eighth Regular Meeting of the 2014-2015 Senate
3:10 P.M. May 6, 2015
Michel Student Center Marty Theater

I. Call to Order

II. Announcements

III. Approval of Minutes

A. Seventh Regular University Senate Meeting, April 16, 2015

IV. Reports from Administrators

A. President Glasser

B. Provost Glassman

C. Vice President for Business Affairs Anna

V. Report from Student Senator

VI. Reports from Standing Committees

A. Committee on Curriculum and Regulations

1. Course Modifications

59773 ETE ETE 402 Educational Methods, Strategies and Evaluation Techniques
107566 IME IMT 498 Senior Industrial Project
107567 IME IME 499 Senior Industrial Project
109267 IME IME 461 Simulation of Manufacturing and Service Systems
125213 M E M E 501 Advanced Thermodynamics
125214 M E M E 502 Problems in Advanced Dynamics
125234 M E M E 557 Advanced Design of Machine Elements
125235 M E M E 562 Analysis and Design of Robotic Systems
125236 M E M E 573 Methods of Engineering Analysis
125237 M E M E 577 Finite Element Methods in Engineering
128980 ATG ATG 514 Advanced Managerial Accounting

130220 MTH MTH 224 Elementary Differential Equations
130221 MTH MTH 190 Topics in Mathematics for Middle School Teachers
130222 MTH MTH 300 Topics for Middle School Math Teachers
130567 ETE ETE 378 Methods of Teaching Family & Consumer Science

- 130562 ETE ETE 345 Guiding Learners: Creating Safe, Inclusive Learning Environments
- 130563 ETE ETE 301 Novice Teaching Experiences in Music Classrooms K-8
- 130557 ETE ETE 216 Effective Planning and Instruction for Teaching
- 130564 ETE ETE 302 Novice Teaching Experience in High School Music
- 130565 ETE ETE 351 Music Methods Grades K-8 for Music Majors
- 130566 ETE ETE 352 High School Music Methods for Music Majors
- 130568 ETE ETE 395 High School Special Education
- 130559 ETE ETE 237 Practicum for Teaching English Learners I
- 130589 I M I M 180 Introduction to the Game Industry
- 130590 I M I M 380 Critical Game Studies
- 131907 CIS 491 Computer Information System Project Management
- 131906 CS 591 Software Project Management
- 109268 IME 561 Simulation of Manufacturing & Service Systems
- 131882 NUR NUR 404 Community Health Nursing - Theory

2. Course Additions

- 109294 PSY PSY 405 Social Affective Neuroscience
- 123110 IDP NEU 470 Seminar in Neuroscience
- 129010 BIO BIO 341 Genetic Genealogy
- 129080 BIO BIO 343 Cells and Genomes
- 129081 BIO BIO 345 Virology
- 129086 I M IM 240 Two-Dimensional Animation I
- 129088 I M IM 241 Two-Dimensional Animation II
- 129089 I M IM 243 History of Animation
- 129214 BIO BIO 347 Our Microbial World
- 129215 BIO BIO 351 Human Histology
- 129216 BIO BIO 353 Human Physiology and Pharmacology
- 129219 BIO BIO 355 Soil Biology
- 129220 BIO BIO 358 Research Exploration in Biology
- 129221 BIO BIO 359 Current Topics in Biology
- 130542 MUS MUS 303 Music Products Industry
- 130543 MUS MUS 306 Sales and Promotion in the Music Products Industry
- 130544 MUS MUS 304 Music Licensing and Contracts
- 131284 I M IM 280 Quality Assurance in Games
- 131287 I M IM 288 Game Design I
- 131288 I M IM 289 Game Production I

- 131293 I M IM 150 Fundamentals of Interactive Design
- 131304 ETE ETE 239 Practicum for Teaching English Learners III
- 131305 ETE ETE 238 Practicum for Teaching English Learners II

- 131335 COM COM 387 Strategic Communication in Organizational Contexts
- 131856 MUS MUS 361 Advanced Audio Engineering
- 131933 BIO SCI 280 Directed Readings in Science for Non-majors
- 131934 BIO SCI 185 Directed Research in STEM Fields for Novice Researchers
- 133011 IDP NEU 490 Independent Research in Neuroscience
- 133291 IDP NEU 405 Social Affective Neuroscience
- 131904 CIS 591 CIS and IT Project Management

3. Course Deletion

- 130558 ETE ETE 217 Planning and Instruction in High School Classrooms

4. Concentration Deletions

- 133741 I M Game Design
- 133738 I M Animation

5. Concentration Modification

- 191925 BIO Biology Education (9-12)

6. Minor Modifications

- 131900 CS Computer Science and Information Systems
- 131921 COM Organizational Communication

7. Major Modifications

- 130572 ETE Early Childhood Education with ESL Major
- 130573 ETE Elementary Education with ESL Major
- 130574 ETE Middle School Education with ESL Major
- 130575 ETE Learning Behavior Specialist Education with ESL Major
- 131844 COM Organizational Communication
- 131899 CS Computer Information Systems
- 131929 ENG English Secondary Education
- 131926 CHM Chemistry Secondary Education Major
- 131928 MTH Mathematics - Secondary Education
- 131927 PHY Secondary Education - Physics Teaching
- 131930 HIS History/Social Studies Secondary Education

8. Program Modifications

- 130570 ETE K-12 Music Education Program
- 130571 ETE High School Education Program
- 129187 ETE K-12 Art Education Program

9. Minor Additions

- 123107 PSY Neuroscience
- 131916 Biology

10. Major Additions

- 133737 I M Animation
- 133740 I M Game Design

11. Bachelor of Science: Changes to Approved Extra Courses

- a. Add MIS173 as a replacement for the now defunct BMA372
- b. Add ML 353
- c. Delete BMA 372

B. Graduate Executive Committee

1. Course Addition

- 131903 CS CIS 576 Data Management

2. Course Modifications

- 109268 IME 561 Simulation of Manufacturing & Service Systems
- 131901 CS 681 Professional Practicum in Computer Science
- 131902 CIS 681 Professional Practicum in Computer Information

3. Certificate Modification

- 131851 NUR Certificate Program in Nursing Education

4. Concentration Modification

- 131924 CS Computing Management

5. Program Modifications

- 131848 NUR Master of Science in Nursing (MSN)
- 131853 NUR BSN/MSN Nursing Administration Program
- 131854 NUR BSN/MSN Nursing Education Program
- 131849 NUR MSN Nursing Administration
- 131850 NUR MSN Nursing Education
- 131855 NUR MSN General
- 131909 CS Computer Information Systems

6. Program Addition

- 129186 IDP C&I Teacher Entrepreneur Certificate Program

C. Annual Written Reports from Standing Committees

- 1. Admissions and Retention (p. 16-18)**
- 2. Affirmative Action (p. 19-20)**

3. Contractual Arrangements (p. 21-22)
4. Continuing Education (p. 23)
5. Curriculum and Regulations (p. 35)
6. Elections (p. 24)
7. Faculty Grievance (p. 25)
8. Honorary Degrees (p. 36)
9. Retirement Advisory (p. 26)
10. Sabbatical Leave (p. 27-28)
11. Strategic Planning (pp. 37-38)
12. Student Grievance (p. 29)
13. Tenure, Promotion, & Dismissal (p. 30)
14. University Resources (p. 31-34)

D. Oral Reports from Selected Standing Committees

1. Admissions and Retention
2. Retirement Advisory
3. University Resources

VII. Unfinished Business

A. University Wide Assessment - For Insertion in *Bradley University Faculty Handbook* (inserted into Section V. Facilities, Service, and Resources, p. 217) - UPDATE

B. Transgender Rights Resolutions

1. [Resolution 1](#) – Amend official non-discrimination and sexual harassment policies
(*Motion Robert Hawkins; 2nd Wayne Evens on April 17, 2015*)

- a. Initial Report from Committee on Affirmative Action

Resolution to the Bradley University Senate

April 10, 2015

Whereas some members of the Bradley community--faculty, staff, and students--are wrestling with existential questions of their true gender identity and expression within a general cultural context of misunderstanding and/or malice;

And whereas Bradley's official non-discrimination and sexual harassment statements do not adequately protect transgender individuals;

And whereas Bradley is striving toward distinction in all of its endeavors, including the equal and humane treatment of all its employees and students;

Let it hereby be resolved that Bradley University improve its protections for the equal rights of our transgender colleagues, students, and friends by making the following change with all possible speed:

BU's official non-discrimination and sexual harassment policies should be amended to guarantee equal legal and police protection for transgender individuals, as follows:

- a. ND policy statement:
Bradley University is committed to a policy of non-discrimination and the promotion of equal opportunities for all persons regardless of age, color, creed, disability,

ethnicity, gender, **gender identity and expression**, marital status, national origin, race, religion, sexual orientation, or veteran status. The University is committed to compliance with all applicable laws regarding non-discrimination, harassment and affirmative action.

b. SH policy statement:

Sexual harassment is any verbal or physical conduct that denigrates, threatens, or shows hostility toward another employee because of that employee's gender or **gender identity and expression**.

2. **Resolution 2** – **Transgender Insurance care coverage**

(Motion Robert Hawkins; 2nd Wayne Evens on April 17, 2015)

a. Initial Report from Contractual Arrangements Committee

Resolution to the Bradley University Senate

April 10, 2015

Whereas some members of the Bradley community--faculty, staff, and students--are wrestling with existential questions of their true gender identity and expression within a general cultural context of misunderstanding and/or malice;

And whereas Bradley's current insurance plans specifically exclude complete health coverage for transgender individuals in violation of Illinois state law;

And whereas Bradley is striving toward distinction in all of its endeavors, including the equal and humane treatment of all its employees and students;

Let it hereby be resolved that Bradley University improve its protections for the equal rights of our transgender colleagues, students, and friends by taking the following step with all possible speed:

The university administration should undertake negotiations to improve our insurance options so that they include complete health care coverage for transgender individuals.

VIII.

New Business

A. Academic Calendar (p. 14-15)

B. Resolution

IX. Adjournment

Bradley University Senate
Minutes
Seventh Regular Meeting of the 2014-2015 Senate
3:10 P.M. April 16, 2015
Michel Student Center Marty Theater

I. Call to Order

II. Announcements

- A. Research Expo Awards at 5:PM Renaissance Center
- B. The final Senate meeting for 2014/15 will be held on Study Day, Wednesday, May 13. A short Special meeting of 2015/2016 University Senate will be held immediately following the Regular meeting. A Senate reception honoring the contributions of President Glasser and Provost Glassman will be held immediately following the adjournment of the Special meeting.
- C. Thank you to outgoing Student Senate President Jason Blumenthal.
- D. Welcome Sara Handler, our new Student Body President.
- E. A Resolution presented by Tony Herman was passed by Senate during the February meeting. In accordance with the *Faculty Handbook*, Article II.2, p. 10, the earliest the Resolution can be implemented is during the April 2016 Senate meeting.
- F. A reminder that non-senators must seek permission to address the senate.

III. Approval of Minutes

- A. Sixth Regular University Senate Meeting, March 26, 2015
Approved by General Consent

IV. Reports from Administrators

- A. President Glasser
 - 1) The keynote speaker for the upcoming undergraduate commencement is Jerry Stead.
 - 2) The keynote speaker for the upcoming graduate commencement is Calvin Butler.
We thank both gentlemen for their dedication and service.
 - 3) Chief Judge James Shadid [‘79] will swear in 530 American citizens from 88 countries next Thursday in the Renaissance Coliseum. All are invited.
 - 4) The annual scholarship luncheon in honor of scholarship donors and student recipients was held in the Renaissance Coliseum with over 650 attendees.
 - 5) Dr. Joan Sattler has been appointed the interim Provost and Vice President of Academic Affairs. Dr. Molly Cluskey has been named the interim Dean of the College of Education and Health Sciences.
- B. Provost Glassman
 - 1) The Strategic Planning Committee continues the program review in alignment with the framing elements; quality, centrality, marketability, and cost effectiveness. Operational indicators are being developed to quantify these elements.
 - 2) The Resolution approved by the Senate during the February meeting suggests inadequate funding for Special Emphasis proposals. Funds are allocated for Special Emphasis projects each year. These amounts have not decreased and unspent funds carry over. Each year the allocated funds have exceeded the proposed requests that have been received.
- C. Vice President for Business Affairs Anna
 - 1) No report

V. Report from Student Senator

- 1) The Student Senate elections are completed and the Executive Board has been elected.

VI. Report from Standing Committees

A. Committee on Curriculum and Regulations

1. Course Modifications

Approved by General Consent

120760 HIS HIS 317 American Masculinities

120647 HIS HIS 316 African American History Since 1877

120646 HIS HIS 203 United States History to 1877
125218 M E M E 503 Internal Combustion Engines
125221 M E M E 515 Intermediate Heat Transfer
125223 M E M E 520 Gas Dynamics
125224 M E M E 521 Intermediate Fluid Mechanics
125226 M E M E 533 Propulsion Systems
125227 M E M E 540 Advanced Mechanical Vibrations
125228 M E M E 536 Industrial Pollution Prevention
125229 M E M E 544 Mechanical Systems Analysis
125230 M E M E 547 Fluid Power Control Systems
125231 M E M E 548 Optimization of Mechanical Systems
125232 M E M E 554 Fracture of Solids
125233 M E M E 556 Mechanics of Composite Materials
126599 E E ECE 327 Fundamentals of Electrical Engineering I
126600 E E ECE 328 Fundamentals of Electrical Engineering II
128982 ATG ATG 526 Fraud Examination
128983 ATG ATG 530 Professional Interviewing Skills
128984 ATG ATG 547 Internal Auditing
128985 ATG ATG 548 Computer Assisted Audit Techniques
128986 ATG ATG 561 International Accounting Issues
131302 E E ECE 204 AC Circuits and Introduction to Systems
131303 E E ECE 206 Continuous-time Signals and Systems
131880 NUR NUR 300 Conceptual Bases for Professional Nursing

2. Course Additions

Approved by General Consent

106890 BUS BUS 362 Innovation in Organizations
129188 F L FLS 306 Topics in Spanish History and Culture

3. Minor Modification

Motion to approve by Julie Reyer / 2nd–Lee Newton, Motion Approved

128054 F L Foreign Language – Spanish

4. Major Modifications

Motion to approve by Molly Andrews / 2nd–Wayn Evans, Motion Approved

130200 ATG Undergraduate Accounting Major (3:2 students)
130198 ATG Undergraduate Accounting Major With a Concentration In Internal Auditing

5. Program Modification

Motion to approve by Wayne Evans / 2nd–Julie Reyer, Motion Approved

126459 NUR Bachelor of Science in Nursing and Master of Science (BSN/MSN) Combined Programs

B. Graduate Executive Committee

1. Course Additions

121092 ETL BLW 689 Topics in Business Law
121093 ETL BLW 648 Legal Aspects of Fraud Examination
125444 ETL ENT 680 Entrepreneurial Creativity

2. Course Modifications

125218 M E M E 503 Internal Combustion Engines

125221 M E M E 515 Intermediate Heat Transfer
 125223 M E M E 520 Gas Dynamics
 125224 M E M E 521 Intermediate Fluid Mechanics
 125226 M E M E 533 Propulsion Systems
 125227 M E M E 540 Advanced Mechanical Vibrations
 125228 M E M E 536 Industrial Pollution Prevention
 125229 M E M E 544 Mechanical Systems Analysis
 125230 M E M E 547 Fluid Power Control Systems
 125231 M E M E 548 Optimization of Mechanical Systems
 125232 M E M E 554 Fracture of Solids
 125233 M E M E 556 Mechanics of Composite Materials
 128982 ATG ATG 526 Fraud Examination
 128983 ATG ATG 530 Professional Interviewing Skills
 128984 ATG ATG 547 Internal Auditing
 128985 ATG ATG 548 Computer Assisted Audit Techniques
 128986 ATG ATG 561 International Accounting Issues

3. Course Deletions

128994 LAS MLS 601 Physical Science Concepts and Society
 128995 LAS MLS 602 Physics Resonance With Reality
 128996 LAS MLS 604 Philosophical Foundations and Law

4. Program Modification

Motion to approve by Wayne Evans / 2nd–Joan Satler, Motion Approved
 126459 NUR Bachelor of Science in Nursing and Master of Science (BSN/MSN)
 Combined Programs
 130208 ATG Master of Science in Accounting (Internal Auditing Concentration)

5. Program Deletion

123513 FIN Master of Science in Quantitative Finance

VII. Unfinished Business

A. Curriculum and Regulations

Major Addition

131327 General Studies Major in Communications and Fine Arts
Motion to approve by Matt O'Brien / 2nd Amit Sinha
Motion by to refer back to the Curriculum and Regulations Committee by
Lee Newton. 2nd Joan Sattler. Motion Approved.
Motion by to refer back to the Curriculum and Regulations Committee
Motion to allow BJ Lawrence to speak by Steve Heinemann, 2nd Wayne Evans
Motion Approved
Motion on the floor Approved

B. Proposed *Faculty Handbook* change to **Sabbatical Leave Policy** (Motion Paul Stephens; 2nd Lee Newton 3/36/15).

Current/**Amended** Language: Chapter 2, Section B, Subsection 2e, no. 1, p. 41.

Tenured faculty members are eligible for sabbatical leave after six years of full-time service on the faculty. Faculty and other stakeholders can refer to the following website www.bradley.edu/path/ to determine eligibility to apply for sabbatical leave in the upcoming academic year.

In the case of a faculty member whose tenure package is under review, the granting of sabbatical leave is contingent upon earning tenure. ~~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.

Motion Approved

VIII. New Business

A. Elections

1. Academic Ombuds

University Senate President nominates Dan Smith to serve a 2 year term

Motion Approved

2. Affirm the appointment by the Senate Executive Committee of Sandra Perry to replace Tanya Markum on the Affirmative Action Committee for the duration of the Spring 2015 Academic Year.

Motion Approved

B. Transgender Rights Resolutions – (see attachments for two resolutions)

The University Senate Executive Committee forwarded the relevant portions of the Transgender Rights proposal onto either the Affirmative Action Committee or the Committee on Contractual Arrangements. Both committees are studying the issues and will make recommendations to the Executive Committee.

Motions to adopt the two anti-discrimination resolutions

By Robert Hawkins; 2nd by Wayne Evans

Motion held over for a vote in the May meeting

C. University Wide Assessment - For Insertion in Bradley University Faculty Handbook (inserted into Section V. Facilities, Service, and Resources, p. 21

Motions to insert the University Wide Assessment Committee definition into the Faculty Handbook by Provost Glassman; 2nd – Wayne Evans

Motions refer the addition of the University Wide Assessment to the Senate Executive Committee by Danielle Glassmeyer; 2nd – Wayne Evans

Motion to refer approved.

I. University-Wide Assessment Team

The Bradley University-wide Assessment Team was formed in November 2008 to work on the Assessment of Student Learning Project through Bradley University's involvement in The Higher Learning Commission's Academy for the Assessment of Student Learning. The primary purposes of this Committee are to lead university-wide assessment initiatives and to support academic and other units in developing and implementing their assessment plans. Through our work on that project and the increasing need on campus for more connected assessment processes, the responsibilities of the committee has grown into the following formal charge:

- a.) The University-wide Assessment Team will be responsible for the following campus-wide assessment activities.

- 1) The Committee will continue its work on University-Wide Assessment through assessing The Bradley Experience. The Committee will select or design and administer appropriate assessment instruments, and disseminate the results to the campus community. Assessment will encompass curricular and co-curricular areas and data will be shared accordingly. The Committee will also submit Recommendations Reports to the Provost.
 - 2) The Committee will review unit-level assessment plans submitted in annual reports. The Committee will provide formative feedback to departments on their assessment plans.
 - 3) The Committee will be engaged in academic program review to further facilitate ongoing evaluation and improvement of assessment plans. In consultation with the Provost, the Committee will act as internal reviewers of unit-level assessment plans for those units going through any academic program review. For departments with programmatic accreditation, an internal review process of assessment plans will occur in conjunction with its accreditation review.
 - 4) The Committee will facilitate campus-wide conversations and workshops about assessment. The Committee will work with the Center for Teaching Excellence and Learning to identify professional development opportunities. Options may include bringing external speakers to campus or highlighting successful assessment stories from across campus.
 - 5) The Committee will advocate for assessment activities and resources as needed.
 - 6) The Committee will collaborate with the Core Curriculum Committee on assessment-related activities, facilitating data sharing across the two committees.
 - 7) The Committee will be available to undertake special assessment projects as needed.
 - 8) The Committee will provide reports to the University community annually through web page and Sakai postings and updates.
- b.) The University-Wide Assessment Committee is a Committee that reports to the Provost and will provide reports and updates to the University Senate.
- c.) Committee Membership. The committee will consist of:
- 1) The Director of Institutional Improvement, who will serve as chair;
 - 2) The Associate Dean of Liberal Arts and Sciences and chair of the Core Curriculum Committee;
 - 3) The Director of Division Research for Student Affairs;
 - 4) Five faculty members appointed from the full-time faculty of their respective colleges for three-year terms:
 - a.) One faculty member from the College of Liberal Arts and Sciences, appointed by the Dean;
 - b.) One faculty member from the Caterpillar College of Engineering, appointed by the Dean;
 - c.) One faculty member from the Slane College of Communication and Fine Arts, appointed by the Dean;
 - d.) One faculty member from the Foster College of Business, appointed by the Dean;
 - e.) One faculty member from the College of Education and Health Sciences, appointed by the Dean;
 - 5) One member from the Graduate School, appointed by the Dean for a three-year term;
 - 6) One member from Student Affairs, appointed by the Vice President for Student Affairs for a three-year term.
- d.) The Committee will form additional subcommittees or task groups as needed.

VIII. Adjournment

Motion to adjourn by Wayne Evans at 4:07

Bradley University Senate
2014-2015
April, 2015 – Seventh Regular Meeting
Attendance Sheet

FACULTY
(please initial)

Adams, Mollie (FCB)	MA	Hawkins, Rob (CLAS)	RH	Quigg, David (CLAS)	DJ
Andersh, Brad (CLAS)	BA	Heinemann, Steve (SCCFA)	SH	Reyer, Julie (CEGT)	JL
Baer, Robert (FCB)		Tony Hermann (CLAS)	TH	Rowe, Robert (SCCFA)	RR
Bashri, Maha (SCCFA)		Hertich, Alex (CLAS)	AH	Sánchez, José (CEGT)	
Bruns, Laura (SCCFA)		Kelley, Andrew (CLAS)	AK	Sconduto, Leslie (CLAS)	
Davidson, Jeannette (EHS)	JD	Kim, Jihyun (CLAS)		Shastry, Prasad (CCEGT)	
Degitz, Robert (EHS)	RD	Kimberlin, Kevin (CLAS)	KK	Sinha, Amit (FCB)	AS
Erickson, Deborah (EHS)		Krishnamoorthi, K. (CCEGT)		Skaggs, Jobie (EHS)	JS
Evens, Wayne (CLAS)	WE	Lewer, Joshua (FCB)	JL	Stephens, Paul (FCB)	PS
Fakheri, Ahmad (CEGT)	AF	Lohman, Mark (SCCFA)	ML	Stover, Nick (CLAS)	NS
Frazier, Meg (Lib)		Lozano, Jose (CLAS)	JL	Timm, Mat (CLAS)	MT
Gabor, Elena (SCCFA)		Lukowiak, Twila (EHS)	TL	Reyer, Julie (CEGT)	
Glassmeyer, Danielle (CLAS)	DL	Morris, Martin (CEGT)	MM	Wang, Yun (CLAS)	YW
Gobeyn, Mark (CLAS)		Nelson, Matthew (SCCFA)		Wayvon, Paul (FCB)	PL
Goitein, Bernie (FCB)	BL	Newton, Lee (CLAS)	NS	Weaver, Priscilla (EHS)	PW
Grant, Jean Marie (EHS)		Peterson, Melissa (EHS)	MP	Williams, Chris (CLAS)	CW
Hatfield, Patty (FCB)		Podlasek, Bob (CEGT)	RJP	Young, Margaret (SCCFA)	

EX-OFFICIO

STUDENTS

<i>(please initial)</i>	<i>(please initial)</i>
Akers, Lex	AL
Anna, Gary	GA
Bakken, Jeffrey	
Bury, Sandra	SB
Galik, Barbara	GB
Pres. Glasser, Joanne	JG
Glassman, David	DG
Heuser, Jake	HJ
Huberman, Jeff	HJ
Jones, Chris	JK
Kindler, Andy	AK
Malinowski, Olek	
McAsey, Mike	MM
O'Brien, Matt	MO
Radson, Darrell	RD
Reynolds, Chris	CR
Sattler, Joan	JS
Schroeder, Paul	SP
Thomas, Nathan	NT

<i>(please print name)</i>	
Student Body President	Sarah Handler
Graduate	
Undergraduate	
Undergraduate	

**REVISED
ACADEMIC CALENDAR
2018 - 19**

FIRST SEMESTER

August 13, Monday	Reporting date for faculty
August 18, Saturday	Residence halls open
August 22, Wednesday	Classes begin
October 6, Saturday	Fall Recess begins
October 10, Wednesday	Classes resume
November 21, Wednesday	Thanksgiving Recess begins (no classes)
November 26, Monday	Classes resume
December 4, Tuesday	Last day of classes
December 5, Wednesday	Study Day
December 6, Thursday	Final Examinations begin
December 12, Wednesday	Final Examinations end
December 15, Saturday	Commencement

JANUARY INTERIM

January 2, Wednesday	First day of classes Classes meet Monday-Saturday
January 21, Monday	January Interim Ends

SECOND SEMESTER

January 14, Monday	Reporting date for new faculty
January 20, Sunday	Residence halls open
January 23, Wednesday	Classes begin
March 16, Saturday	Spring Recess begins

2018-19, continued

SECOND SEMESTER, continued

March 25, Monday	Classes resume
May 7, Tuesday	Last day of classes
May 8, Wednesday	Study Day
May 9, Thursday	Final Examinations begin
May 15, Wednesday	Final Examinations end
May 18, Saturday	Commencement

SUMMER SESSIONS

May 20, Monday	May Interim I begins
May 20, Monday	May Interim II begins
NO CLASSES on Memorial Day Holiday	
June 7, Friday	May Interim I ends
June 10, Monday	Summer Session I begins
NO CLASSES on Fourth of July Holiday	
July 12, Friday	Summer Session I ends May Interim II ends
July 15, Monday	Summer Session II begins
August 16, Friday	Summer Session II ends

May 6, 2015

To: University Senate

From: Admissions and Retention Committee

The Admissions and Retention Committee met in an attempt to further communication between academic units and the Office of Enrollment Management.

Some specific concerns raised included

- A sense that the Office of Enrollment Management did not communicate well with departments concerning their entrance requirements.
- Documents were produced by the Office of Enrollment Management that would have benefited from faculty input. There were some documents produced that gave inaccurate information.
- Faculty would be glad to assist the Office of Enrollment Management in recruiting majors for their departments, but were uncertain how to approach the subject.

In response to these concerns, representatives shared with the Committee the document below. Many on the Committee were unaware of some of these initiatives.

Enrollment Management Communication with Colleges and Deans

Council of Academic Deans and Provost's Council

Each Tuesday morning when the Council of Academic Deans and Provost's Council meets, the Vice President and Associate Vice President for Enrollment Management join the meeting to provide updates on Enrollment Management activities, event marketing/promotional initiatives and the divisions progress with the prospective and current student enrollment. Enrollment Management Back Office (EMBO) overall activity and freshman/transfer curriculum reports are made available to deans, department chairs, university administration and members of the Academic Liaisons Committee.

Academic Liaisons Committee (previously known as the Faculty Liaisons Committee)

The Academic Liaisons Committee works exclusively with the Office of Undergraduate Admissions to help cultivate a better understanding about what takes place between the academic side of Bradley university with the recruitment side. The Office of Undergraduate Admissions will seek their help in better understanding the needs of our academic leaders and making sure that we are current with new policies, procedures and talking points. The liaisons help the Office of Undergraduate Admissions in making specific requests for student visits and setting up appointments.

The Academic Liaisons group meets at least once a week during busy visit program times. We go over academic coverage of majors, discuss logistics of visit programs, and highlight any marketing concerns. This group helps the Office of Undergraduate Admissions navigate through

the recruiting cycle and keeps them abreast of academic concerns.

The Academic Liaisons help the Office of Undergraduate Admissions prepare the off campus programs in Oak Brook & Schaumburg by offering input into the structure and format of the program as well as lining up Dean and other faculty coverage for the event. In addition, the Academic Liaisons also coordinate their college's high school counselor luncheons in the St. Louis and Chicago areas each semester and create the program schedule. The Academic Liaisons are also responsible for providing tours of their departments and/or colleges twice a year during our Counselor Fly-In Program (Spring) and the Counselor Drive-In/Bus Tour (Fall). They also take responsibility for planning their college's summer visit day program by working with Cory Craig to create a schedule, provide coverage and set a program that is specific to college's recruiting interests.

In addition to their responsibilities for helping with recruitment efforts of their colleges, this group shares ideas and general camaraderie each week which provides a valuable sounding board for them to be aware of things that may coming up and ways in which to handle certain situations.

Currently, the Academic Liaisons Committee includes:

- Dr. Rob Bertram (EHS)
- Amy Fairfield Doering (FCOB)
- Dr. Brian Huggins (CCEGT)
- BJ Lawrence (SCA)
- Dr. Lee Newton (LAS)
- David Trillizio (University College & AEP)
- Dr. Justin Ball (Admissions)
- Dr. Janet Jackson (EHS)
- Cory Craig (Admissions)
- Tom Richmond (Marketing)
- Paul Schroeder (Enrollment Management)

Faculty Fellows

Over 100 faculty members attended the Faculty Fellows sessions that were hosted by Enrollment Management in an effort to bring about a better understanding between faculty and the Office of Enrollment Management of the challenges in recruiting students and opportunities afforded during faculty engagement with students and parents. This was a very positive experience for both the faculty (based on completed post-session surveys) and the presenters (Tom Richmond and Dr. Justin Ball) and should be helpful moving forward.

Conclusions

Members of the Admissions and Retention raised their concerns with representatives of the Office of Enrollment Management. In response, the document above clarified some of the issues. Work still needs to be done on opening lines of communication between academic departments and the Office of Enrollment Management, but efforts are being made.

Senate Admissions and Retention Committee 2014-15

Matt McGowan (FCB)

Herb Kasube (CLAS) (Chair)

Iqbal Shareef (CEGT)

David Vroman (SCCF)

Sherry Pardieck (CEHS)

Justin Ball

Paul Schroeder

Anne McSorley Hollis

Sherry Winkle

Ken Harding

David Trillizio



Bernard Goitein <bjg@fsmail.bradley.edu>

4:06 PM (3 hours ago) ☆

to me ▾

Hi

Happy to report our AAC meeting included Ms. Peplow (HR) and Mr Bell and Mr Bell (Enrollment Management). Reports were presented to the AAC by HR and Enrollment Management staff.

Additional data shown in the attachment, derived from the BU statistical profile (<http://www.bradley.edu/offices/academic/registrar/statistical/>)

As found in last year's AAC report, significant success in both gender and racial/ethnic diversity of staff is demonstrated (for more complete information, see the "Working Draft Report" on Bradley University Affirmative Action Programs (July 2014) provided by the BU Affirmative Action Officer, Ms. Peplow.

Significant success in gender diversity of students is demonstrated (for more complete information, see the "Working Draft Report" on Bradley University Affirmative Action Programs (July 2014) provided by the BU Affirmative Action Officer, Ms. Peplow.

Significant efforts to obtain racial/ethnic diversity of our students is recorded (for more complete information, see the "Working Draft Report" on Bradley University Affirmative Action Programs (July 2014) provided by the BU Affirmative Action Officer, Ms. Peplow.

Data on the racial/ethnic diversity of enrollment over the last five years (2010- 2014, see graph) show declines in the numbers of enrolled undergraduate Asian-American (down 96) and of the number of Black/African-American students (down 182 students). The increase in enrolled undergraduate Hispanic-American (up 30) was not enough to replace these declines, so total undergraduate enrollments of these three categories was down 248 students (down 27.5%)

The tables attached show disproportionately high interest by members of each of the three groups was recorded in the AEP program- rates of minority participation were greatest in AEP.

The second highest rate of enrollment by College varied by group: Asian American rates were second highest for Business; LAS was second highest rate for African-American; CFA was second highest for Hispanic- American.

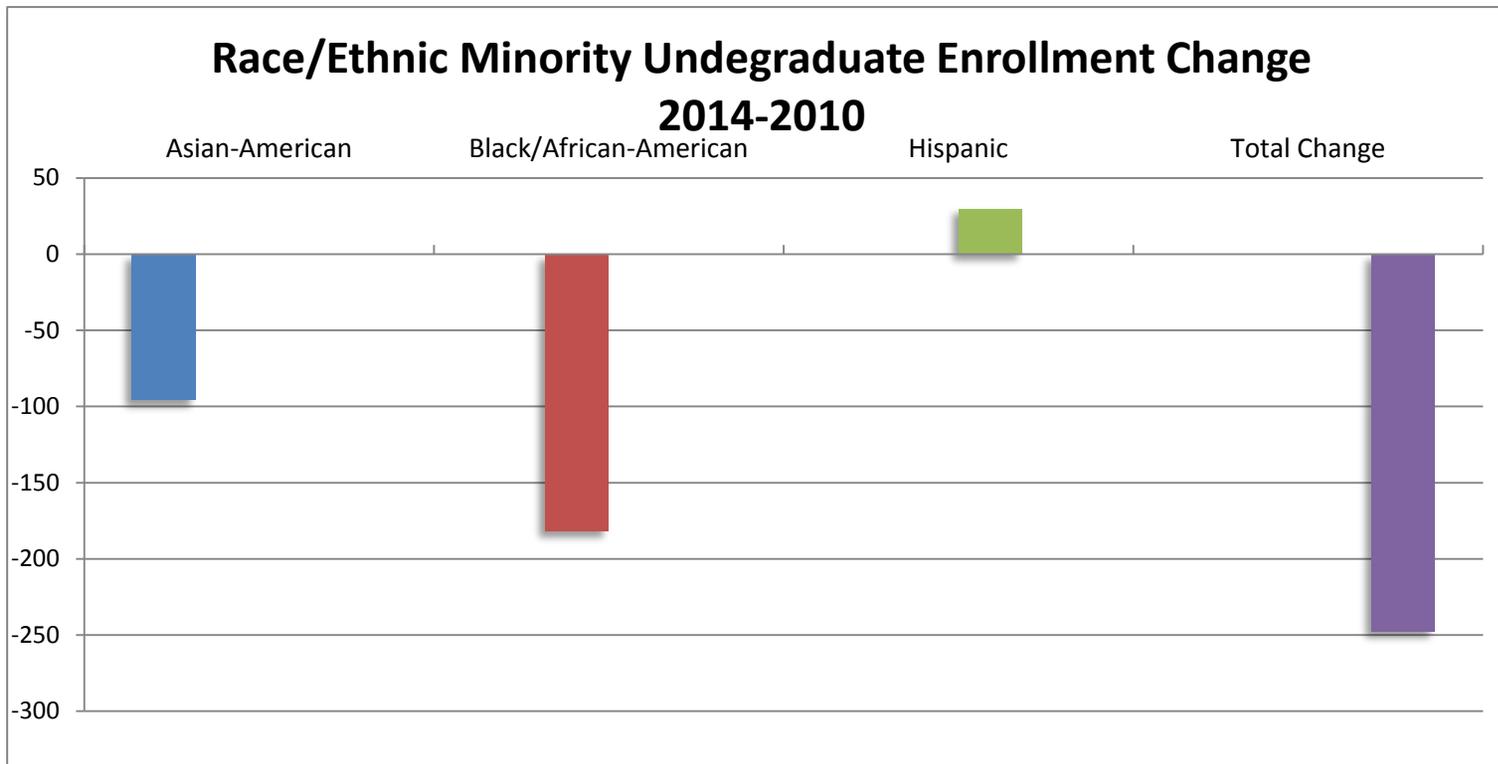
Rates of AEP participation declined from 2010 to 2014 among both Asian-American and African-American students.

These data suggest that increased promotion of awareness of Bradley's AEP program and increased promotion of awareness of the diversity of our college majors is indicated, to attract those unsure of which direction to go from among a wide range of fully accredited opportunities.

Undergraduate Headcount Total	Asian-American	Black/African-American	Hispanic	Sum	Total Change 2014-2010	Asian	Black/African-American	Hispanic	2014-2010
2010	233	420	248	901					
2014	137	238	278	653	-248	-96	-182	30	-27.5%
						-41.20%	-43.30%	12.10%	

Race/Ethnic Minority Undergraduate Enrollment Change 2014-2010

Asian-American	-96
Black/African-American	-182
Hispanic	30
Total Change	-248



M E M O

Date: May 1, 2015

To: Jobie Skaggs, President, University Senate

From: Mark Brown, ^{MPB}Chair, Contractual Arrangements Committee

Re: Contractual Arrangements Committee

The Contractual Arrangements Committee met three times during the 2015 spring semester. Committee members are Mark Brown (committee chair – faculty), Brad Andersh (faculty), Pratima Gandhi (administration), and Mark Gobeyn (faculty). Currently, the Contractual Arrangements Committee has one vacant faculty position.

2014/2015 Contractual Arrangements Committee Activities

Indirect Cost Sharing

The committee has worked in the past on revisions to Bradley University's indirect cost sharing policy. We now believe this policy has been adequately addressed.

Summer/Interim Teaching and Compensation Practices

The Contractual Arrangements Committee continued to consider issues related to Bradley University's summer/interim teaching and compensation practices. This year the committee met with Janet Lange (Executive Director of the Division of Continuing Education and Professional Development) regarding these practices. The Contractual Arrangements Committee will continue investigating summer/interim teaching and compensation practices during the next academic year. The committee discussed beginning a collaborative process with Director Lange to investigate specific issues of concern to both the university, faculty and staff. Director Lange is amenable to this process and the committee looks forward to working with Director Lange and the Division of Continuing Education and Professional Development in addressing these issues.

Transgender Health Care Coverage

The committee was tasked by the Senate Executive Committee with evaluating a proposal to include transgender health care coverage as a component of Bradley University's health care benefits. In principal, we are supportive of this proposal and recommend the university begin a process of identifying specific aspects of potential transgender health care coverage.

Long-Term LifeLock® Coverage

The committee was tasked by the Senate Executive Committee with evaluating a proposal that Bradley University provide employees with long-term LifeLock® coverage in response to the recent university "data breach." As the nature of the data breach remains unclear, we are presently unable to evaluate the usefulness of long term LifeLock® coverage. As further information regarding the data breach emerges we welcome the opportunity to reconsider this proposal.

Salary and Benefits Issues

In the past the Contractual Arrangements Committee has investigated faculty and staff concerns regarding the level of the University's retirement benefit contribution matching. The committee continues to believe the level of retirement benefit matching should be increased. Most disconcertingly, the committee has grave concerns in the context of the University's deteriorating salary levels. While cognizant of the financial struggles confronting the University, the committee believes continued inattention to faculty and staff salaries will irreparably harm the institution. Although Bradley's salary levels have historically been competitive with peer institutions, an environment of limited raises and salary market adjustments is degrading Bradley's ability to retain faculty and staff. Ultimately, the quality of a Bradley education is inexorable linked to the quality and expertise of the faculty and staff. Thus, the Contractual Arrangements Committee encourages the administration and governing body of Bradley University to recognize their institutional responsibility to maintain a motivated and capable faculty and staff, while being mindful of the financial challenges confronting the institution.



Date: May 1, 2015
To: Dr. Jobie Skaggs, President
University Senate
From: Janet Lange, Executive Director
Continuing Education
Re: Senate Committee on Continuing Education

The University Senate Committee on Continuing Education was unable to schedule a meeting in fall semester. We planned to meet in spring semester to review division programs and the new strategic plan for the Osher Lifelong Learning Institute, which is nearly complete. The Division of Continuing Education and Professional Development had an unprecedented number of vacancies in the spring semester, and staff are covering the work until the positions are filled. For this reason, I did not convene the Senate Committee as planned, but we will meet in fall 2015.

Report from the University Senate Elections Committee (1 May 2015)

Elections Committee Members (2014-2015):

Brad Andersh
Jean Marie Grant
Andrew Kelley (Chair)
Paul Wayvon

In the 2014-2015 academic year, the Elections Committee conducted elections in the early fall, as has been the custom. The Elections Committee also oversaw the election of representatives to the search committee for the new President of the University.

The Committee decided to hold, in April and May, the elections that are normally held at the beginning of the new academic year so that committees could begin to meet as soon as the school started, instead of having to wait for elections to be conducted. In the past couple of years, elections were often delayed, for various reason, until mid-October.

Finally, in the coming academic year, the Elections Committee will be working together with the Senate's Executive Committee in order to suggest changes to language in the Faculty Handbook that would help clarify certain procedures and policies.

MEMO

TO: Jobie Skaggs, Ph.D.
President, University Senate

FROM: Deitra Kuester, Ph.D.
Chair, Faculty Grievance Committee

RE: Year-end Report of the Committee

DATE: April 28, 2015

For the 2014-2015 academic year the Faculty Grievance Committee reviewed and completed four new grievances this year. All have been completed. There were no ongoing grievances.

Respectfully prepared and submitted by:



Deitra A. Kuester, Chair
Associate Professor
Teacher Education
dkuester@fsmail.bradley.edu

Retirement Advisory Committee Report for 2014-2015

April 21, 2015

To: University Senate

From: Dr. Lori Wiebold, Chair of the Retirement Advisory Committee

The Retirement Advisory Committee met several times in the Spring of 2015 to discuss possible agenda items to facilitate end of career decisions making for Bradley University faculty, staff and administrators. Primarily, the committee discussed two things. Firstly, the committee discussed adding Roth 403B as an alternative retirement savings avenue along with the traditional 403B currently available. Roth 403B provides Bradley University employees tax planning opportunity without additional financial burden on the University. Secondly, the committee discussed a proposal to slowly increase retirement benefits of faculty, staff and administrators to 10% while maintaining the current employee match of 5%. The proposal discussed by the committee required directing a small portion of future raise towards increasing retirement benefits, thereby mitigating the financial burden of the University. The proposal discussed by the committee was shared with Provost David Glassman and was forwarded to Vice President Gary Anna.

The Retirement advisory committee will bring such resolutions to the Senate in the Fall of 2015:

Retirement Committee:

Kristi McQuade, Nena Peplow, Amit Sinha, Fred Tayyari, Loralie Wiebold.

April 29, 2015

To: Dr. Jobie Skaggs, University Senate President

Re: University Committee on Sabbatical Leave activities for the 2014 – 2015 academic year.

Sabbatical Leave Application Review and Report

The University Sabbatical Leave Committee (USLC) received 24 proposals this year, which the Committee evaluated. Each proposal was reviewed independently by USLC members.

The USLC members were also charged with determining, along with their scores, whether each sabbatical leave proposal should be “approved,” “approved with reservation” or “not approved.” Each member sent their rankings to the Committee chair who tabulated the results in Excel. On October 18, 2014, the Committee met to discuss the scorings and approval decisions. When a consensus was reached on scores, the scores were averaged and ranked.

[REDACTED]

A full report was written and delivered to Provost Glassman on October 31st, 2014.

[REDACTED]

[REDACTED]

[REDACTED]

Subsequent Work Related to Issues Brought Forth by the Committee

The committee had suggested a review of the guidance provided in the faculty handbook.

Leave Proposals – Untenured Faculty

Concern was expressed that approval of tenure has not yet been made for some applicants. In discussion it was noted that protocol differs by college, some colleges asking faculty to apply for sabbatical leave only after receiving a positive tenure decision and other colleges encouraging faculty to apply for sabbatical leave while submitting for tenure.

Leave Proposals – Not Approved due to Timing Issues

We noted that some of the college Sabbatical Leave Committees (SLC) are interpreting the sabbatical leave time frame different from the way that the University Sabbatical Leave Committee interprets the time frame for eligibility.

Leave Proposals – Unpaid Leaves of Absence

In addition, the faculty handbook states that “unpaid leaves of absence normally will not count toward the six years.” Though there may be “wiggle room” in the wording of the eligibility with the use of the word “normally”, the USLC felt that allowing/exercising “wiggle room” is a bad precedent to establish.

Leave Proposals – Department Chair

The committee noted that there is no formal guidance in the faculty handbook on how proposals from a department chair should be reviewed. For example, one department chair reviewed his own proposal. We suggested that this uncertainty should be remedied in the faculty handbook in the near future.

The committee felt that these eligibility/timing issues required some clarity of interpretation and the committee suggested that this issue be taken up with the university senate. The committee recommended that specific eligibility criteria be published on the web site each year.

On February 7th, 2015, we received a request from the Senate Executive Committee to review proposed changes to the faculty handbook based on the feedback provided by the USLC. The committee reviewed the proposal. On March 16th, 2015, the USLC sent Dr. Skaggs our feedback along with suggested revisions. This proposal was brought to Senate for discussion and vote. The proposal was approved in April 2015.

If you require any additional information, please do not hesitate to contact Dr. Stephens.

Sincerely,

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May 1, 2015

Dr. Jobie Skaggs, President
Faculty Senate

Dr. Skaggs:

The 2015 report from the Student Grievance Committee is as follows:

The Student Grievance Committee did not receive any formal complaints or requests for investigation during the 2014-2015 academic year.

Respectfully submitted,

Jill Wightman (LAS)
Jan Frazier (SCCFA)
Kelly Roos (CEGT)
Ed Sattler (FCB)
Kelly Schwend (CEHS)
Stormy Luna (Undergraduate)
Arvind Ragiphani (Graduate)

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29 April 2015

The Tenure, Promotion and Dismissal Committee did not meet during the academic year 2014-2015. There were no cases presented to the Committee for review.

Respectfully,



Barbara Frase
Chair, TP&D Committee

To: Bradley University Senate, President Glasser, and Board of Trustees

From: University Resources Committee

Date: May 6, 2015

Re: 2014-2015 Annual Report to the University Senate

A. Committee Charge and Activities

The charge of the University Resources Committee is to foster the compatibility of resource allocations with overall University goals by focusing its attention on University-wide and long-range decisions. According to the Faculty Handbook, the committee is responsible for:

- Reviewing and analyzing policies, projections, procedures, and results of University actions involving the acquisition and allocation of resources;
- Consulting with and discussing its findings with the faculty and other members of the University community;
- Making periodic reports and recommendations to the University Senate which may make recommendations to the President;
- Obtaining timely and needed information from the University Administration as required for the effective performance of its duties;
- Consulting with the University Administration in preparing policies and procedures affecting resource allocation.

On October 16, 2014, the University Resources Committee made a special report to the University Senate expressing continued concerns regarding the university's overspending practices.

Between October 2014 and April 2015, the committee met 15 times and interviewed: Mollie Adams, University Senate At Large Officer; Gary Anna, Vice President for Business Affairs; Mathew Timm and Charles Stoner, Presidential Search Committee members; Dave Pardieck, Executive Director of Enrollment Management for Financial Assistance; Paul Schroeder, Vice President for Enrollment Management; Jobie Skaggs, University Senate President; and Ken Young, Director of Forensics. Through these meetings and interviews, the committee attempted to objectively review the processes and procedures that go into resource decision-making at Bradley, as well as the results and impacts of these decisions.

On May 6, 2015, the University Resources Committee presented its findings and recommendations for the 2014-2015 academic year to the University Senate, which included a brief summary of the October 2014 presentation and recommendations for moving forward. The complete PowerPoint presentation, delivered by Mr. Paul Wayvon, Committee Chair, is attached. This report offers a narrative of the presentation, which was based on information gathered and inferences drawn from data collected during the committee's seven months of collaboration.

B. Continued Serious Concerns

The University Resources Committee continues to have serious concerns regarding Bradley's overspending and resource allocation practices. Key findings since the committee's October 2014 presentation to the University Senate include the following:

1. Long-term downward trend of lower resourcing for academics as measured by the Instruction costs/net tuition ratio dropping from 52% to 45%. (Trend continuing with \$682,000 lower Instruction resources projected for 2015.)
2. Long-term trend of higher spending on Athletics from \$2.1 million to \$7.1m million. (Higher spending projected in fy15 due in part to severance, search and other cost increases. Athletics is projected to overspend its budget in fy15 by \$311,360.)
3. Food Services losses continue. (In spite of a projected fy15 break-even position, Food Services is now projected to lose \$596,325... this brings the last 4 years' cumulative loss to \$4.4 million.)
4. Tuition revenue pressure due to lower enrollment and unsustainable tuition rate increases. (Impact of 2% increase? Lower projected net revenue in fy15 for the first time in at least 10 years.)
5. General Administration cost increasing at a much great rate than academic costs. (Costs are projected to be down, but severance, search and "hacking" costs are not yet included in fy15 projections.)
6. Unrestricted Contributions down to \$813,000. (Projected to be even lower for full year fy15.)
7. Lack of transparency of financial information. (Received Q3 information that was not useful, incomplete and ineffective for analysis or decision making. Also, no apparent fy16 budget at this time.)

C. Recommendations

The University Resources Committee believes that given the apparent recognition of these issues, there remains a brief window of opportunity to address these problems through decisive, proactive, and committed action. This represents a first step in restoring Bradley University to a financially strong position wherein Bradley's core academic areas can again be resourced, supported, and invested in for the future. Part of this process will also be to rebalance priorities both within academics but also across all activities at Bradley. Following are just a few examples of strategic actions Bradley University can and should take:

1. **Immediately begin implementation of a Responsibility Centered Management (RCM) information system.** Through considerable work performed by the disbanded ad

hoc Finance/Budget Committee, there is sufficient information and data to construct a robust, efficient, and effective RCM information system at Bradley. This would enable complete financial analysis of college, program, departmental, and class efficiencies. Rationale: An RCM system that extends to every department, function, and activity at Bradley will enable improved planning, greater accountability/responsibility, better measurement of results, and immediate identification of problems so that appropriate corrective actions can be taken.

2. **Organize, make available, and require the use of relevant data sources.** An RCM system will also provide a base for numerous other data-based, fact-driven systems and solutions at Bradley. This will benefit many activities and functions such as better information for the University Strategic Planning Committee. Rationale: Using relevant data to make decisions that have financial implications will provide focus and clarity.
3. **Investigate differential tuition options and approaches.** An RCM system will show the significant difference between the financial and operating structures of various programs. By using this information effectively, Bradley should be able to generate and build on its competitive advantages and strategies to grow programs effectively. Rationale: Tuition in a given discipline should be directly related to the market for that discipline. As well, a program's "return on investment" can be established and enhanced.
4. **Identify and prioritize Bradley's existing areas of national distinction.** Bradley has "national distinction" in select areas. The Bradley Speech Team is a prime example, having won 195 team and individual national championships over the years. However, there are indications that the Bradley Speech Team is under-resourced compared to other Bradley activities and teams to the point where its competitive advantage may now be adversely affected. As well, many universities are committing more resources in this area as they see the substantial benefits from top-end Speech Team performance. Rationale: Building and supporting Bradley's existing and proven strengths could be much more efficient and effective than trying to create new areas of national distinction (or trying to make the case that everything at Bradley is nationally distinctive.)
5. **Invest in Bradley faculty.** The Hermann resolution approved by the University Senate raised serious Higher Learning Commission concerns about the resourcing of Bradley's faculty over the long term. The University Resources Committee has consistently raised similar concerns. Rationale: The academic operations at Bradley University should be Bradley's number one priority in order to protect and restore Bradley's strong position. Otherwise, Bradley risks further faculty departures. Immediate attention to faculty salaries and other forms of compensation and support is critical to Bradley's long-term success.
6. **Investigate new long-term tuition and resource funding models.** The current tuition and resource funding models are under pressure and given the record levels of student debt, there are serious questions as to the sustainability of these models. Rationale: Universities with new and innovative funding and financing models will have a

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significant competitive advantage in the future. Endowment models for faculty resourcing may represent innovative solutions for the long-term.

The University Resources Committee is confident that if decisive and committed action as noted above is taken by Bradley's new administration, Bradley can re-establish its position as a premier university able to attract top students from across the United States and from around the world.

Respectfully submitted,
University Resources Committee

Members:

Dr. Shyam Bhandari, Finance
Dr. Michael Greene, Philosophy
Dr. Jana Hunzicker, Teacher Education
Mr. Terrance Kenny, Controller's Office
Dr. Iqbal Shareef, Engineering
Mr. Paul Wayvon, Accounting (Committee Chair)

April 30, 2015

To: Jobie Skaggs
President, University Senate

From: David Glassman
Chair, Curriculum and Regulations Committee

RE: Report of Activities: 2014-2015

The Curriculum and Regulations Committee met throughout the 2014-15 academic year reviewing and approving numerous course additions, deletions and modifications as well as program additions, deletions and modifications for the undergraduate and graduate curricula. In addition, the committee reviewed and approved the new Bradley Core Curriculum and related process and procedures for its implementation and continued operation. Please review senate meeting minutes for the complete listings of all C&R curricular approvals.

The committee also reviewed policy revisions and provided recommendations on the policy for graduating with honors, the question of holding classes on Labor Day, policy on unique hours for granting a minor, policy on B.S. requirements and policy for residency hours during the last semester prior to graduation. Specific recommendations and policy adoptions are included in the C&R and University Senate minutes.

This ends the C&R report.

Respectfully submitted,

David Glassman
Chair, Strategic Planning Committee

April 30, 2015

To: Jobie Skaggs
President, University Senate

From: David Glassman
Chair, Honorary Degree Committee

RE: Report of Activities: 2014-2015

The Honorary Degree Committee convened electronically to review nominations for the conferring of Bradley University honorary degrees. The committee nominated The Honorable Robin L. Kelly '77 MA '82 to receive the honorary degree of Doctor of Humane Letters which was presented to U.S. Representative Kelly at the December 2014 undergraduate commencement ceremony. The committee nominated Mr. Jerre L. Stead to be awarded the honorary degree of Doctor of Humane Letters during the May 2015 undergraduate commencement ceremony. He will receive the honorary degree on May 16, 2015.

This ends the HDC report.

Respectfully submitted,

David Glassman
Chair, Honorary Degree Committee

May 2, 2015

To: Jobie Skaggs
President, University Senate

From: David Glassman
Chair, Strategic Planning Committee

RE: Report of Activities: 2014-2015

The Strategic Planning Committee met nearly every week between October 2014 and May 1, 2015 with a focus on Academic Program Review. As charged by the Board of Trustees, the USPC initiated a review of all academic majors, minors and concentrations to assess program viability, sustainability and resource appropriateness. Data that had been collected by a Presidential Ad Hoc Committee that met from May 2014 to October 2014 were studied, as were the Ad Hoc Committee's suggestions.

The USPC's process began by a first review of each academic major, minor and concentration using the data collected by the Ad Hoc Committee. This review revealed that additional and updated sets of data were necessary for making informed assessments and these data, where possible, were collected and added to the review. As the USPC studied academic programs, a series of questions specific to various majors, minors and concentrations emerged. To better understand these questions, each of the five academic deans were invited to a USPC meeting to discuss their programs and provide context to USPC questions. All of the deans accepted the invitation and met with the committee at individual meetings.

From review of the data and committee discussions, various programs were placed into categories for further and more detailed review. The categories were:

1. Further study for being over-resourced relative to program demographics
2. Further study for being under-resourced relative to program demographics
3. Further study for efficiency of the tenure-track/in-residence/part-time faculty balance
4. Further study for strategic opportunities and reorganizations
5. Watch list for programs with an ongoing trend of declining majors. The USPC is interested to learn from the departments offering these programs if they have a plan to stabilize or reverse the enrollment trend.
6. Further study for possible program deletion or alternative delivery method to reach viability.

Majors, minors and concentrations that were not placed in a category were considered appropriately resourced; balanced in their faculty demographics; relatively stable in their profile of majors, graduates,

student credit hour generation, and other parameters; and financially productive. Further study of these programs will occur after those placed in the various categories.

The USPC choose four overarching parameters for framing the further study of programs in the category of possible deletion or alternative delivery method. The chosen parameters are Quality, Centrality to the University, Marketability and Cost-Effectiveness. Each of the parameters were operationalized by individualized sets of qualitative and quantitative indicators. The colleges of two programs listed in this category independently proposed that their programs be deleted. These included the Master of Liberal Studies and the 3-2 Master of Quantitative Finance. The remaining programs on the list are currently being assessed through the framing parameters.

Programs in the categories of over-resourced and under-resourced have been directed to the provost to adjust allocations, as possible. The provost has been able through position reallocation to provide additional faculty to some programs listed in the under-resourced category and has temporarily frozen or permanently reallocated positions from some programs listed in the over-resourced category.

The USPC will continue its work in program review by further studying the programs in each of the categories and then moving on to those programs that were not originally assigned.

It is the recommendation of the USPC to continue academic program review as an ongoing practice and to expand program review to non-academic areas across campus to ensure that all divisions are maintaining quality and cost effectiveness for university sustainability.

This ends the USPC report.

Respectfully submitted,

David Glassman
Chair, Strategic Planning Committee