

Bradley University Senate
Agenda
Fifth Regular Meeting of the 2017-2018 Senate
3:10 p.m. - 5:00 p.m. February 15, 2018
Michel Student Center – Marty Theater

I. Call to Order

II. Announcements

III. Approval of Minutes

- A. Second Regular Meeting, October 19, 2017
- B. Third Regular Meeting, November 16, 2017

IV. Reports from Administrators

- A. President Roberts
- B. Senior Vice President of Academic Affairs and Provost Zakahi
- C. Senior Vice President of Financial Affairs Anna

V. Report from Student Body President David Jensen

VI. Reports from Standing Committees

- A. Affirmative Action Committee: Gender/Gender Identity Handbook Language.

Motion: To adopt the Handbook Language changes and additions as indicated below.

I. University Government

...E. Bradley University Senate Constitution

...Article V—Committees

1. Standing Committees of the University Senate

...14. The Committee on Affirmative Action (p. 25)

*The function of the Committee on Affirmative Action shall be to review and, where appropriate, recommend practices and policies for the purpose of (a) enhancing the diversity of the faculty and student body through recruitment, retention, and other appropriate strategies, and (b) protecting individuals from discrimination and harassment based on age, color, creed, disability, ethnicity, **gender, gender identity and expression**, marital status, national origin, race, religion, ~~sex~~ sexual orientation or veteran status.*

...II. Faculty

...E. Due Process (pp. 89 ff)

...e. Procedures for formal hearing

...11) When discrimination on grounds of age, color, creed, disability, ethnicity, **gender, gender identity and expression**, marital status, nationality origin, race, religion, ~~sex~~ sexual

orientation, or veteran status is alleged, the petitioner may consult with the Equal Employment Opportunity/Affirmative Action Office.

...7. Termination of Employment

...c. Non-Reappointment of Non-Tenured Faculty (p. 103)

If a faculty member on probationary or other non-tenured appointment alleges that a decision not to reappoint was based significantly on considerations in violation of (1) academic freedom or (2) governing policies on making appointments without prejudice with respect to ~~race, sex, religion, or national origin~~, **age, color, creed, disability, ethnicity, gender, gender identity and expression, marital status, national origin, race, religion, sexual orientation or veteran status**, the allegation will be given consideration....

B. Contractual Arrangements: Experience vs. Credentials Handbook Language.

Motion 1: To adopt the Handbook language changes and additions as indicated in red italics below in part B.1.b, p. 35.

Part B.1.b., p. 35.

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

....

Distinguished Professor In-Residence

In residence faculty teaching at the graduate level should have a terminal degree or a master's degree and relevant experience in the field in which they are teaching. In residence faculty teaching at the undergraduate level should have a master's degree or a bachelor's degree and relevant experience in the field in which they are teaching. Situations where professional experience is accepted in lieu of academic qualifications will be considered based on guidelines established by each department in consultation with the appropriate Dean and approved by The University Provost and Senior Vice President for Academic Affairs.

While there are a variety of circumstances in which an in-residence appointment may be appropriate for a department, it is expected that they will entail only a brief association with the University. (See [Annual Contracts](#)). In-residence appointees are not eligible for tenure while serving in an in-residence appointment status.

Motion 2: To adopt the Handbook language changes and additions as indicated below in part B.1.c., p. 37.

Part B.1.c., p. 37.

All special appointments require approval by the Provost and Vice President for Academic Affairs.

Special appointment faculty teaching at the graduate level should have a terminal degree or a master's degree and relevant experience in the field in which they are teaching. Special appointment faculty teaching at the undergraduate level should have a master's degree or a bachelor's degree and relevant experience in the field in which they are teaching. Situations where professional experience is accepted in lieu of academic qualifications will be considered based on guidelines established by each department in consultation with the appropriate Dean and approved by The University Provost and Senior Vice President for Academic Affairs.

VII. Unfinished Business

VIII. New Business

IX. Adjournment.

Discussion of Draft Strategic Plan Implementation Plan. See the link at

www.bradley.edu/sites/strategicplan/project-work-plan/

Bradley University Minutes
Fourth Regular Meeting of the 2017-2018 Senate
3:10 p.m. - 5:00 p.m. December 6,
2017 Michel Student Center –
Ballroom A

I. Call to Order

The meeting was called to order by Senate President Mat Timm at 3:12 PM.

II. Announcements

Mat met and discussed with Renee Richardson issues regarding the website update

III. Approval of Minutes

A. Second Regular Meeting, October 19, 2017

Senator Smith moved the motion to approve the minutes that was seconded by Senator Kimberlin. The motion was called to vote, and was approved.

B. Third Regular Meeting, November 16, 2017

Senator Lukowiak moved the motion to approve the minutes that was seconded by Senator Banning. The motion was called to vote, and was approved.

IV. Reports from Administrators

A. President Roberts

Tax Bill: The tax bills going through the House and Senate are bad for Bradley and institution of higher education in general, but the House bill is worse than the Senate bill. Talked with a number of people about sending out an email to the Bradley community but has struggled about doing so. Might still send it out the campus community. If the bill goes through, then tuition waivers would become taxable income which will severely affect Bradley's low income employees, and create disincentives. The House bill, but not the Senate bill would tax the interest payments that our graduates make on student loans. The bills would make the interest on private action bonds taxable, thereby increasing the financial cost of our Business-Engineering Complex.

Financial Projections: The projections will be shared with the University Resources Committee. Although, there will be cash surplus, an operating deficit of 4 million dollars is expected for the current year. The projections for fiscal year FY19, are breakeven, while we look for surpluses of 2 million beyond that.

Admissions: It is already 15.8% above last year at this point. Our brand is strong and we should be able to meet our admission goals without too much work. We have cut-off admissions for nursing and gaming already. We may cut-off admissions in Mechanical Engineering at some point.

Business-Engineering Complex: It is on schedule and on budget

General Consul: The search is on-going and there is a good applicant pool. Nine candidates will be interviewed by Skype. Very hopeful about getting an outstanding senior level administrator.

Page on Website: A new page – Ask the Administrator – is being created on our website. This has come out from the discussions of the President’s Faculty Advisor Committee. There will be more information about this in January.

The Scouts: The headline a couple of weeks ago was wrong. I have met with the Scout advisor and discussed this issue. A correction and apology was published. The paper came out on the day when we had several hundred prospective students with their parents. This was not helpful, but students who run the program should have a great deal of leeway. University administrators should not become editorial overseers. We are having dialogs between the editors, advisors, and Renee Charles office. One of the things discussed was to move the publications to Thursday instead of Friday. We are working to have a process that would balance all the competing interests that include journalist freedom, good journalism and the interests of the University.

#Metoo: We haven’t had to deal with this issues except for a little bit with Bill Cosby. We need to be thinking about what our should be with respect to revoking honorary degrees, and other types of honors we give to people.

John Brazil: The President of Bradley from back in the late nineties will be on campus next Thursday. There is a reception at 4 PM in the Founders Room.

Question and Answers

- Senator Lamoureux: The tuition benefit is not important just to the lower income, but is important to everyone. It is one of the reason why a lot of faculty choose to stay instead of leaving. I don’t expect the University to fix whatever Washington messes up. I know you are sensitive to this, but I just wanted to put this on record.
President Roberts: I agree with that 100%. I have said that to anybody who would listen. I understand your point very well.
- Senator Bukowski: An email to alums with regards to the tax policy could serve a purpose.
President Roberts: I consulted the board of trustees about sending an email to the alums. Their reaction was not a positive one. The higher education lobby is very aggressive and very adamant in conveying these messages to Congress. In the risk benefit analysis, sending out an email may not be beneficial. While that would not influence the outcome of the deliberations of the tax bill but would alienate some of our important friends of the University. I will probably send out something to the campus.
- Senator Goitein: If our graduate student’s stipend is taxed, it would be a net loss for those students.
President Roberts: My hope is that they would still be in a low enough tax bracket that it would not matter at all to them. But this is among the many issues that are so harmful.

B. Senior Vice President of Academic Affairs and Provost Zakahi

Searchers: Websites are being set up for the two job searchers being conducted by Academic Affairs. These sites will have the names of search committee members the CVs and schedules of candidates visiting campus. Just as a reminder, the searches are

for Associate Provost for Academic Affairs, and the other position is for the Assistant Vice President for Budget and Planning.

Strategic Planning: We are making progress in coming up with a list of action items. An initial presentation of these items may happen at the Spring Forum. There will be several opportunities for feedback. There will be open forums for faculty, staff and students. There will be opportunity to provide feedback online and through your representative on University Strategic Planning Committee.

Dean Evaluations: There was a problem with anonymity last year. That issue has been resolved by using the anonymous function in Sakai. The process for Deans annual evaluations and three year evaluations differ slightly, but going forward we will set up Sakai sites for each of the College Deans being evaluated. You would need a Bradley net id to log in. The respective College faculty will be populated from our end. Anonymity is assured, and you won't be able to complete the evaluation more than once. For the three year evaluations, the committee chair would have access to the site as administrators along with Barb Kerns for LAS, and Tony Baron for EHS. The action taken by the administrators would be logged in, and be reported to me as a violation of the security protocol. We did this last year with the Communications and Fine Arts Dean and it appears to be a successful process. The emails will be sent out in January.

Question and Answers

- Senator Lamoureux: Could the administration, for the 3-year evaluation, figure out a process to potentially provide more, or other feedback than what is currently allowed or feasible? We don't know anything other than that the Provost has received the report, and pass something to the Dean. The whole process is unsatisfying.
Provost Zakahi: Let me think about it. I am open to it. I can envision how that might work. I understand what you are saying, and hope you understand the issues regarding annual evaluation and personnel are not simple. I can talk to the Deans about this. I can talk to Senate Exec about this.
- Senator Leach: Can you explain the anonymity issue a bit more?
Provost Zakahi: The person being evaluated will have no access at all. For the three-year evaluation, the Committee Chair and the Sakai administrator will work together and keep each other informed. However, if they were to access any of the documents, then that would be a violation, and the Provost would be informed. At the end of the process, the files would be erased.
- Senator Blair: We were to receive training regarding Title IX from HR, but it hasn't happened yet.
Provost Zakahi: I am as frustrated as you are about this. HR is understaffed. Currently VP Anna, HR Director Peplow, and myself are looking at online training tool as a short-term solution. We are looking at products to make it available. In the meantime, the brochure put out by Student Affairs may serve as a guideline. I apologize for the delay on this matter.
- Senator Goitein: With respect to the surveys from last year, was the results discarded?
Provost Zakahi: Yes. The anonymity could not be guaranteed and so I could not do anything about it, and the survey results were destroyed.

C. Senior Vice President of Financial Affairs Anna

No report as VP Anna was out of town.

V. Report from Student Body President David Jensen

The Cabinet of the Student Body met with the President's Administrative council. We talked about things we see from the student's side and from the administrative side. We have those meetings once a semester. Wishing you all a very happy holiday season and look forward to working with you next semester.

VI. Reports from Standing Committees

A. Curriculum and Regulations

- Course Additions

161308 E E ECE 543 Cooperative Control of Multiagent Systems

Course addition approved by general consent.

- Program Modifications

B. Bradley Core Curriculum

- Core Curriculum Additions

162123 PLS PLS 308 Modern Political Philosophy

159957 ENG ENG 409 Advanced Screenwriting Workshop 162538

RLS RLS 340 Japan: Religion and Culture

160222 SOC SOC 325 Environmental Sociology

162339 IME IME 499 Senior Industrial Project 162341

IME IMT 498 Senior Industrial Project

164370 WLC WLS 306 Topics in Spanish History and Culture

163245 WLC WLT 152 German Cinema

163253 WLC WLG 352 Deutsches Kino

163175 WLC WLS 307 Costa Rica Interim: A Contemporary Perspective

162081 P T HS 380 Disability and Health in a Global Society

158305 COM COM 409 Advanced Screenwriting Workshop

Core curriculum addition approved by general consent.

C. Executive Committee of the Graduate Faculty

- Course Modifications

164419 FCS FCS 641 Research Methods in Nutrition Wellness

164449 NUR NUR 840 DNP Clinical Practice

161947 E E ECE 570 Embedded Data Structures and Object Oriented

Programming

- Course Additions
161308 E E ECE 543 Cooperative Control of Multiagent Systems
164420 FCS FCS 601 Community Nutrition Intervention
 - Program Modification
161786 FCS Dietetic Internship Masters of Science Program (DI-MS)
 - **Major Modifications**
164538 NUR DNP
FNP 164533 NUR
MSN FNP
 - Certificate Modification
164539 NUR FNP Certificate
- The items from the Executive Committee of the Graduate Faculty is for informational purposes only.

D. Motion: From C &R: Modification of Curriculum and Regulations Committee Membership

Move to add a number 4 to the Faculty Handbook page 15, under item Article V, Section 3.2.a. Ex Officio members, as indicated below in italics.

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.
- 4) *Ex Officio members may designate a representative with full privileges.*

Provost Zakahi made a motion to adopt the language regarding Regulations Committee Membership.

Since this is coming from a committee a second is not needed.

The Provost spoke in favor of the motion. Senator Timm spoke against the motion. President Roberts participated in the discussion.

Senator Blair proposes an amendment: Item 4 be changed to *Any Ex Officio members may each designate a representative with full privileges.*

The amendment was seconded by Provost Zakahi. The amendment was called to vote. The amendment carried.

Senators Leach, Bukowski, Glassmeyer, McQuade, and Lamoureux, besides Provost Zakahi participated in the discussion.

The amended motion was called to vote. There were 11 votes in favor, and 30 votes against. The amended motion failed.

E. University Resources Committee

Senator Banning made a motion to allow Dr. Stephen Kerr, Chair of the University Resources Committee to speak. The motion was seconded by Senator Blair. The motion was called to vote, and Dr. Kerr was approved to speak to the Senate.

The Chair of the Committee gave a brief report about the Committee's working and the direction in which the committee was going. The Chair mentioned the existing charge of the Committee and pointed out that with the proposed strategic changes a new direction may be necessary for URC. The Committee will still do financial statement analysis but a lot of the committee's deliberation has been about the direction the committee should take.

VII. Unfinished Business

VIII. New Business

Editorial change: Insert an active link in the language on non-academic grievances under the Student Grievance Committee Operating Procedures, Part II, E.6, paragraph 1, page 97 to the Sexual Harassment Policy, Part II, E.10, page 134 of the Faculty Handbook. This is an informational item only. A voting is not needed.

IX. Adjournment.

A motion to adjourn was made by Dean Sattler. The meeting was adjourned.

**Bradley University Senate
2017-2018**

December 6, 2017, Fourth Regular Meeting

Faculty *(please initial)*

| | | | | | | | | |
|----------------------|-------|-----|--------------------|-------|----|---------------------|-------|----|
| Alvin, Chris | CLAS | | Gobeyn, Mark | CLAS | | Palakeel, Thomas | CLAS | TP |
| Amos, Nancy | CLAS | | Goitein, Bernie | FCB | | Podlasek, Bob | CCET | |
| Bailey, Bill | FCB | | Hanke, Eran | CEHS | | Portocarrero, Melvy | CLAS | |
| Blair, Eden | FCB | SB | Hatfield, Patty | FCB | PH | Reyer, Julie | CCET | |
| Banning, Stephen | SCCFA | SB | Heinemann, Steve | SCCFA | | Robin, Jennifer | FCB | |
| Rachel Borton | CEHS | RB | Herman, Tony | CEHS | | Roos, Kelly | CCET | |
| Bosma, Wayne | CLAS | WB | Johnson, Celia | CLAS | | Shastry, Prashad | CCET | |
| Brammeier, Heather | SCCFA | HB | Kelley, Andrew | CLAS | | Sinha, Amit | FCB | |
| Bruns, Laura | SCCFA | | Kelly, Joe | CEHS | | Smith, Dan | SCCFA | |
| Bukowski, Jeanie | CLAS | QB | Kimberlin, Kevin | CLAS | | Stern, Travis | SCCFA | |
| Carty, Tom | CLAS | TC | Krishnamoorthi, K. | CCET | | Stover, Naomi | CLAS | |
| Cisneros, Aldolpho | CLAS | ASC | Lamoureux, Ed | SCCFA | | Timm, Mathew | CLAS | |
| Drake, Teresa | CEHS | TD | Leach, Darcy | CLAS | | Vick, Lori | CEHS | |
| Elbella, Abdalla | CCET | AE | Lukowiak, Twila | CEHS | | Weaver, Priscella | CEHS | |
| Erickson, Deb | CEHS | ED | McQuade, Kristi | CLAS | | Williams, Chris | CLAS | |
| Fakheri, Ahmad | CCET | AF | Morris, Marty | CCET | | Williams, John | CLAS | |
| Frazier, Meg | Lib | MF | Muncy, Jim | FCB | | Yoo, John Jung-Woon | CCET | |
| Glassmeyer, Danielle | CLAS | DG | Nugent, Patty | CEHS | | Wagoner, A. Jay | SCCFA | |
| | | | O'Brien, Kevin | FCB | | | | |

Ex-officio *(please initial)*

Students *(please initial)*

| | | | | | | | | |
|----------|---------|----|------------|---------|----|------------------------|-------------|----|
| Akers | Lex | LA | Kindler | Andy | AK | Student Body President | Dave Jensen | |
| Anna | Gary | | Malinowski | Olek | | Graduate | | |
| Bakken | Jeffrey | JB | McAsey | Mike | MA | Undergraduate | | |
| Galik | Barbar | | Radson | Darrell | | Undergraduate | | |
| Gorman | Zach | | Roberts | Gary | | | | |
| Galik | Barbara | | Sattler | Joan | | | | |
| Heuser | Jake | | Skaggs | Jobie | | | | |
| Huberman | Jeffery | | Thomas | Nathan | HT | | | |
| Jones | Chris | | Zakahi | Walter | JL | | | 37 |