



**Bradley University Senate
Fifth Regular Meeting of the 2018-2019 Senate**

3:10 p.m. – 5:00 p.m., March 28, 2019
Student Center Marty Theatre



MISSION:

Bradley University empowers students for immediate and sustained success in their personal and professional endeavors by combining professional preparation, liberal arts and sciences and co-curricular experiences. Alongside our dedication to students, we embrace the generation, application and interpretation of knowledge.

Agenda

I. Call to Order

II. Announcements

III. Approval of Minutes (See Attachment 1)

IV. Reports from Administrators

A. President Roberts

B. Senior Vice President of Academic Affairs and Provost Zakahi

V. Report from Student Body President Mikki Tran

VI. Consent Agenda (See Attachment 2)

VII. Revisions to the Handbook from the Contractual Arrangement Committee due to the dissolution of the Retirement Advisory Committee and the transfer of its duties to the Committee on Contractual Arrangements.

Motion-Adopt suggested Handbook Language Changes in Attachment 3 (vote in the April meeting)

VIII. Revisions to the Handbook due to the Move of Honorary Degrees Committee to Regulations and Degree Requirements Sub-Committee

Motion-Adopt suggested Handbook Language Changes in Attachment 4 (vote in the April meeting)

IX. Revisions to the Handbook due to the Proposed Change of Affirmative Action Committee to Diversity and Equity Committee

Motion-Adopt suggested Handbook Language Changes in Attachment 5 (vote in the April meeting)

X. Motion from the Senate EC committee (see memo from the TP&D Committee Attachment 6)

Motion - Form of an Ad-Hoc committee to examine and make recommendations on the University tenure and promotion processes and criteria. The Ad-Hoc committee shall be composed of:

1. One representative elected by and from the tenured/tenure track faculty of each academic college and the library.
3. 2 representatives chosen by Senate Exec
4. A non-voting administrator for perspective on process related questions chosen by the Provost
(vote in the April meeting)

XI. BOT motions

Motion 1 – BOT Student Affairs Committee shall include a student member appointed by the Student Senate

Motion 2 – BOT Academic Planning Committee shall include a faculty member appointed by the Senate Executive Committee to a two year term.

Motion 3 – BOT Building Infrastructure Strategic Plan Special Committee shall include a faculty member appointed by the Senate Executive Committee to a two year term.

Motion 4 – BOT Finance & Property Committee shall include a faculty member appointed by the Senate Executive Committee to a two year term.

XII. Provost Evaluation Process modification (see Attachments 7)

Motion- Revise the Provost Evaluation Process by adopting Handbook Language Changes in Attachment 7 (vote in the next meeting)

XIII. Old Business

Handbook Language University Resources Committee (still under discussion)

XIV. New Business

XV. Adjournment



**Bradley University Senate
Fourth Regular Meeting of the 2018-2019 Senate**

3:10 p.m. – 5:00 p.m., February 21, 2019

Minutes



MISSION:

Bradley University empowers students for immediate and sustained success in their personal and professional endeavors by combining professional preparation, liberal arts and sciences and co-curricular experiences. Alongside our dedication to students, we embrace the generation, application and interpretation of knowledge.

Minutes

I. Call to Order

Meeting called to order at 3:13

II. Announcements – none

III. Approval of Minutes (attached)

1st Dan Smith

Approved.

IV. Reports from Administrators

A. President Roberts

- **Admissions numbers:** Deposits are up 2.4 % since last year; transfer numbers are down.
- **Radio station:** A contract is close to finalized with ISU. Issues still to be worked out include: for whom will the reporters report? are they ISU or BU employees? how to handle Bradley endowment money that is dedicated to WCBU? making sure no grants are lost from Corporation for Public Broadcasting. Etc.
- **Concern about minimum wage law:** 6-year implementation period for new minimum to phase in. In the short term the new minimums will cost the University \$400,000. The new minimum is likely to push the salary scale up, which will adding about \$1 million to our budget. Impacts might include being unable to employ as many student workers.
- **City Council Public Safety Pension Fee (“Parcel fee”):** this “fee” applies to all, including not-for-profit entities, although public schools and the park district have now been excluded. Nonprofits are exempt from property tax. This fee is essentially a tax. The University is In conversation with Mayor and City Council to undo this precedent.
- **New building:** “Convergence Center” is on-schedule for August 1 move-in. Dedication ceremony scheduled for September 1, with an appreciation event for all contributors scheduled for that night. This date is chosen to coincide with the Fall Board of Trustees meeting.
- **Old Baker/Jobst:** Questions have been raised about whether we need to tear down Jobst and old Baker. But earlier inquiries suggested that retrofitting was too expensive; it is not feasible to tear down just part of the building.
- **Financial picture:** Spring enrollment (includes J-term and projections for Summer term) are strong and could put the University a small amount ahead of the revised budget; this would mean a lower deficit than projected.
- **Cash flow:** will be lower than in the past, but still near break-even.
- **Blueprint:** Having met with all 5 college faculties, he and provost are starting to meet with Administrative staffs. Dialogues went well. The concern now is how to create a process and resources to enable Bradley to retool for relevance, and to develop new revenue streams such as online programs and non-academic programs (example: women’s hockey, E-sports).

- **Training modules:** So far, there's 85-86% compliance with first 3 modules. Employees need to complete all modules by April 1.
- **Resources Committee and proposed language.** He agrees that faculty role is important, and that the role of Senate, Resources Committee, and faculty in prioritizing allocations and in making financial decisions needs to be examined. However the BOT are owners of the University: BOT delegates operational decisions to administration and academic matters to faculty. While there should be robust interaction of faculty in financial decisions, final decisions on money matters must rest with administration and with faculty over academics.
- **Questions:** None

B. Senior Vice President of Academic Affairs and Provost Zakahi

- **Faculty Gender Equity Study** is now available online to faculty and staff.
 - The Provost is working with the Deans on the “addressable” things.
 - Some things were already being addressed such as diversity of Senior Administration: women and people of color have been hired.
 - Others will be addressed by Strategic Plan: such as leadership training and the full professor gender split (only 20% female).
 - Some things are not feasible for Bradley: Example Child Care.
 - Dashboard posted on Provost website.
- **Strategic Plan** is advancing...See dashboard on Strategic Planning website.
 - The Graduate Advisory Group drafted a white paper on graduate education at Bradley (Goal 2 objective 3).
 - Provost met with Affirmative Action Committee to work on Goal 3.
 - They will begin to survey the current elements (curricular and co-curricular) that contribute to diversity at BU.
 - They will begin to oversee the \$20K budget for diversity previously overseen ad hoc by the Provost. He would like them to create a process for applying for these funds.
- CIO Gorman presented to Board regarding **IT infrastructure challenges**.
 - Millions of dollars of needed work include:
 - Aging telephone and data center and networks.
 - Wifi--an aging system for which repair parts cannot be secured.
 - Out of date classrooms that need attention beyond the annual budget of \$40 – 60 K.
 - IT Security efforts upgrades.
 - Assessment of Sakai – will open source systems meet our future needs?
 - Computer initiative for staff is haphazard. Individual departments buy what as needed for administrative needs. As a result, there are efficiency and security exposures to our networks, and missed opportunities for cost savings. However, no one ever thought to set aside money for things like this! So now they are looking at a scheme that would work like a “tax” on operating budgets to pool funds for replacements.
- **Evaluation of Deans' information** went out last week. The process is back on Qualtrics (had been suspended due to concerns about anonymity protections) returned from the Sakai process.

- David Scuffleman explained Qualtrics' ability to anonymize. Concerns have been addressed. If you are still concerned, do the survey from home, outside the network.
- **Questions:** None.

V. Report from Student Body President Mikki Tran

- Last semester Student Government requested **reallocation of Library hours:** instead of staying open to 4 am they will open 1 hour earlier on the weekend on a trial basis.
- Diversity and Inclusion Committee of the Student Senate will be doing an ongoing **event focused on tough conversation** about immigration, background, etc.
- **Speak Up event** will be held on March 11 at 5 pm in Student Center Ballroom. Students get to speak directly to administration. Faculty are welcome. Free food.

VI. Consent Agenda

All Items passed (see last page of this document).

VII. Senate EC appointed Dr. Kristi McQuade to the Contractual Arrangement Committee
Information only.

VIII. EC recommendation on Senate Restructuring

Motion: to

- a. Rename the Committee on Affirmative Action to Equity and Diversity
- b. Eliminate function of the Retirement Advisory Committee and move to Contractual Arrangements, increase the membership by one from HR
- c. Move the Committee on Honorary Degrees to the Sub Committee on Regulations and Degree Requirements

This is a motion from Executive Committee and does not need a second.

Editorial change proposed by Past President Mat Timm – amend language to say “Committee on Equity and Diversity”

Discussion: The current motion is simply renaming, but committee functions will remain the same but the renamed committee can propose to modify their charge.

Motion: to divide the three items and consider them separately:

1st Senator Mat Timm; 2nd Senator Zakahi

Motion carries.

Motion: Rename the Committee on Affirmative Action to Committee on Equity and Diversity

Motion carries.

Motion: Eliminate function of the Retirement Advisory Committee and move the function to Contractual Arrangements, increase the membership by one from Human Resources

Discussion included:

- Varying views on whether this change will require a change to handbook language because this is combining two committees, and discussion that the reformulated committees may choose to re-define their charge.
Parliamentarian McAsey: Questions like this – giant editorial changes -- are done by a vote of the Senate.
- There was discussion about how the HR person will get selected. Existing language governing population for Contractual Arrangements and the Retirement Advisory Committee were read out from <https://www.bradley.edu/academic/cio/senate/committees/contractual/> and from <https://www.bradley.edu/academic/cio/senate/committees/retirement/>. It was observed and then countered that a person from HR appointed by Senate Exec has always sat on both committees; rather, Contractual Arrangement has had someone from the business office on it, not someone from HR. Senate President Fakheri agreed that it has typically been someone from business office who understands finances that has been on Contractual Arrangements, and now we are saying HR. Exec committee will identify the HR rep and they will be approved by the Senate

Mixed vote. Ayes have it.

Motion carries.

Motion: Move the Committee on Honorary Degrees to the Sub Committee on Regulations and Degree Requirements

Discussion: one questions to Clarify the motion.

Motion carries.

The changes in language will be brought to the Senate next time.

IX. President Evaluation (see Attachment 1)

X. Provost Evaluation Process modification (see Attachment 1)

Discussion:

President and Provost are to be evaluated this year (3rd year). The President's results are to be shared only with the Board and President.

Senate President Fakheri wants to propose a process for the Provost's review that is like the one for the Deans, which is done electronically. Current Handbook language requires this process to be carried out in March but that can't be done in time; as a result, he wants to make a motion to delay evaluation and to create a modified process on to mimic the process for the Deans.

Concerns and questions included the following:

- The evaluation committee should include all 5 colleges and the Library.
- The current instrument is purely narrative. Numerical data should augment narrative assessments, which are difficult to process due to volume of response.
- The reminder that well-established methods and on-campus expertise exist to analyze qualitative (narrative) responses.
- Concern that we need a specific date.

Motion: To delay the evaluation of the Provost till no later than November 2019.

1st Senator Akers;

Discussion:

- The handbook will need to be aligned with language that outlines the changed procedure.
- Concern about the Board of Trustees. Are they on board with this?
- Assurance that Evaluation of the President is done by BOT, but evaluation of the Provost is at the behest of the President and he is on board.

Motion carries.

XI. Old Business

As this change is referred from Exec, no motion would be needed. However, the purpose (below) was to defer vote on this changed language. See Discussion below.

Handbook Language University Resources Committee

Page 24 Revision 2.15a – April 19, 2018

From Pages 5 & 6 Revision 2.16 – December 5, 2018

Among the most important internal operations of the University on which there should **be joint determination**, and for which the maximum effectiveness in communication should be established and maintained are the following:

Planning concerning the future objectives and how to achieve them;

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

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

Postpone adoption of the modified charge below, pending the determination if it will allow achievement of the above.

9. The Committee on University Resources (introduced in the last meeting vote in the February Meeting)

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

the process of determining those goals and priorities and the distribution of resources allocated to their achievement.

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

1. The function of the Committee on University Resources shall be:
 - a) To foster the compatibility of resource allocations with overall University goals by focusing its attention on University-wide and long-range decisions:
 1. To review and analyze policies, projections, procedures and results of University actions involving the acquisition and allocation of resources;
 - i. The administration will share the financial plan in advance of the annual budget cycle and plan for an open and transparent process. The University Resources Committee will provide feedback and collaborate in the finalization of the budget for the upcoming fiscal year.
 - ii. The University Resources Committee will be informed of any changes in budget policy and the University Resources Committee will provide recommendations and/or feedback on proposed changes.
 2. To consult with Vice Presidents, and the Deans as needed, concerning the budget processes established in conjunction with the Chief Financial Officer and Assistant Vice President for Budgeting and Planning, and report its observations and recommendations to the Senate each year;
 3. To make periodic reports and recommendations to the University Senate Executive Committee, which will make recommendations to the University Senate.
 - b) To obtain needed information from the University Administration on a timely basis as required for the effective performance of its duties.
2. The Committee on University Resources shall consist of six members. Four members shall be appointed by the Executive Committee of the Senate, one of whom shall be chosen from among those whose training and experience is in areas relevant to the Committee. One shall be appointed from the staff of and by the Chief Financial Officer. One shall be a student appointed by the Student Senate.
 - a) Appointments are made for three-year renewable terms with staggered terminations
 - b) The Chairperson of the Committee shall be elected from and by the members of the Committee.

Discussion:

Senate President Fakheri: The reason for seeking a delay is that this reformulation is part of a larger question. Faculty voice is missing from the BOT's deliberations. Desired present conversation would be how to enhance the voice. He is forwarding a proposal to BOT to include faculty and a student on several committees of BOT. That gets faculty at the start of the process.

So here, the question is how to enhance faculty voice in regards to Resource Allocation. "Joint determination" in language above means shared governance.

University Resources Committee has a revised charge. Does this revision accomplish what's needed to enable faculty voice on resources decisions. If not, what steps are needed to have faculty voice included in large decisions? Is there a role for faculty on such decisions? What is our role? How do we assure that our role will be honored. President and Provost are willing to enhance shared governance/

Comments and questions included:

- Review of the history of the University Resources Committee
- Call for the budget to be shared with the Senate/faculty (noting that none has been shared for 3 years)
- How will the proposed reduction of URC committee membership from 6 to 5 members will help with the objectives
- Will the Strategic Planning Committee and the University Resources Committee complement or conflict with each other?
- Assessment that the Board of Trustees is not used to the idea of shared governance but wants to learn.
- What is URC charged with? Is URC charged with confidentiality? What are the issues in the past? Do they lack leverage due to confidentiality issues?
- Clarification that the current issue is to secure input into decisions before they are made rather than information after.
question about what leverage or power the committee has to enforce their input if they're ignored.
- Reminder that URC and Contractual Affairs in the past have had to work hard just to secure information, even after the fact.
- Reminder that Senate's decisions are non-binding.
- Suggestion that much of these processes is embedded in the strategic plan (example Goal 4).
- How to operationalize promises of Strategic Plan?
- While the Deans and Department Chairs have considerable autonomy, there is no mechanism to allow them to their future budget.

XII. New Business**XIII. Adjournment**

Motion to adjourn made and approved. Motioner not noted.

Adjourned at 4 50 pm.

Consent Agenda

172246	Core Curriculum Addition	HIS HIS 323 Ancient Greece and the Hellenistic World
175456	Course Addition	P T P T 762 Advanced Dry Needling Upper Quarter Integration
175455		P T P T 761 Advanced Dry Needling Lower Quarter Integration
174624		FCS FCS 237 Sustainability in Retail
167025		M E M E 390 Mechanical Engineering Seminar
153408		HIS HIS 352 Introduction to Digital Humanities
174867	Course Deletion	CFA CFA 201 Entrepreneurial Mindset in CFA
175286	Course Modification	MTG MTG 341 Marketing Research I [Changes:PreReq]
174967		P T P T 624 Gross Anatomy II [Changes:Hours]
174966		P T P T 622 Functional Anatomy II [Changes:Hours]
174965		P T P T 614 Gross Anatomy I [Changes:Hours]
174963		P T P T 612 Functional Anatomy I [Changes:Hours]
174914		P T HS 310 Statistical Procedures in Health Sciences [Changes:Number]
174900		PSY PSY 691 Research I [Changes:Hours,Desc]
174837		IME IME 481 Lean Production Systems [Changes:PreReq]
174739		PSY PSY 315 Child Psychopathology [Changes:Desc]
174717		BIO BIO 341 Personal Genomics [Changes:Title,Desc]
176354	Minor Modification	THE Theatre Arts

	A	B	C	D
1	ID	Document	Name	Description
2	176501	Concentration Addition	Ahmad Fakheri	M E Chemical Engineering
3	177224	Concentration Modification	Bradley Andersh	CHM B.S./M.S.-Biochemistry (BCM 4+1)
4	177223	Concentration Modification	Bradley Andersh	CHM B.S./M.S.-Chemistry (CHM 4+1)
5	176998	Concentration Modification	Bradley Andersh	CHM Chemistry Business Concentration (CHM-B)
6	176997	Concentration Modification	Bradley Andersh	CHM Chemistry American Chemical Society Certified-Concentration (CHM-C)
7	173513	Concentration Modification	Bradley Andersh	CHM Chemistry Pre-Pharmacy Concentration (CHM-PP)
8	173512	Concentration Modification	Bradley Andersh	CHM Chemistry Pre-Medical Concentration (CHM-PM)
9	177594	Core Curriculum Addition	Jennifer Robin	BUS BUS 400 Senior Consulting Project
10	176597	Core Curriculum Addition	Scott Cavanah	I M I M 441 Animation Capstone II
11	176583	Core Curriculum Addition	Scott Cavanah	I M I M 440 Animation Capstone I
12	176340	Core Curriculum Addition	Joshua Lewer	ECO ECO 499 Senior Seminar in Economics, Part II
13	176338	Core Curriculum Addition	Joshua Lewer	ECO ECO 498 Senior Seminar in Economics, Part I
14	175548	Core Curriculum Addition	Anthony Hermann	PSY PSY 400 Honors Research
15	174525	Core Curriculum Addition	Dawn Roberts	PSY PSY 342 Undergraduate Practicum: Community Agency
16	173405	Core Curriculum Addition	Adolfo Cisneros	WLC WLS 342 Survey of Hispanic American Literature I
17	173402	Core Curriculum Addition	Adolfo Cisneros	WLC WLS 343 Survey of Hispanic American Literature II
18	173387	Core Curriculum Addition	Melyu Portocarrero	WLC WLS 322 Latin-American Civilization and Culture
19	171823	Core Curriculum Addition	Gail Petravick	ATG ATG 268 Business Ethics
20	178026	Course Addition	Elly Peterson	BUS BUS 672 Assessing Privacy & Security Threats
21	177391	Course Addition	Ahmad Fakheri	M E CHE 416 CHE 416 Transport Phenomena II
22	177390	Course Addition	Ahmad Fakheri	M E CHE 415 Transport Phenomena I
23	177389	Course Addition	Ahmad Fakheri	M E CHE 321 Chemical Reaction Engineering
24	177387	Course Addition	Ahmad Fakheri	M E CHE 302 Material and Energy Balances
25	177018	Course Addition	Cory Ganschow	MUS MED 101 Introduction to Music Education
26	177009	Course Addition	Julie Reyer	M E M E 309 Research Project Development
27	176919	Course Addition	Cindy Brubaker	NUR NUR 752 Advanced Health Informatics
28	176862	Course Addition	Ahmad Fakheri	M E CHE 301 Chemical Engineering Thermodynamics
29	174880	Course Addition	Kara Wolfe	FCS FCS 371 Convention & Meeting Planning
30	174878	Course Addition	Kara Wolfe	FCS FCS 271 Food & World Cultures
31	172273	Course Addition	Dean Campbell	CHM CHM 114 Chemistry of the Elements
32	176960	Course Deletion	Bradley Andersh	CHM CHM 680 Literature Seminar
33	176955	Course Deletion	Bradley Andersh	CHM CHM 682 Thesis Research Seminar
34	176875	Course Deletion	Jean Grant	ETE ETE 485 Early Childhood Profession: Reflective Practices
35	174100	Course Deletion	Joshua Lewer	ECO ECO 608 U. S. Business Cycles in the International Economy
36	178046	Course Modification	Elly Peterson	BUS BUS 627 Managing Product & Process Technology [Changes:Title,Hours,Desc]
37	177802	Course Modification	Michael Risen	ENC ENC 723 The Internship II [Changes:Number,Title,Hours,Desc]
38	177801	Course Modification	Michael Risen	ENC ENC 722 The Internship I [Changes:Number,Title,Hours,Desc]
39	177265	Course Modification	Jennifer Robin	BUS BUS 621 Leadership Immersion: Awareness, Connection, Impact [Changes:Title,Desc]

	A	B	C	D
40	176956	Course Modification	Bradley Andersh	CHM CHM 699 Thesis [Changes:Desc]
41	176874	Course Modification	Jean Grant	ETE ETE 307 Novice Teaching Experience in Grades 5-8 [Changes:Desc]
42	176873	Course Modification	Jean Grant	ETE ETE 306 Novice Teaching Experience Grades 1-6 [Changes:Desc]
43	176872	Course Modification	Jean Grant	ETE ETE 305 Novice Teaching Experience in a LBSI Setting [Changes:Desc]
44	176871	Course Modification	Jean Grant	ETE ETE 304 Early Childhood Novice Teaching Experience [Changes:Desc]
45	176870	Course Modification	Jean Grant	ETE ETE 303 Novice Teaching Experience in K-12 Classrooms [Changes:Desc]
46	176868	Course Modification	Jean Grant	ETE ETE 302 Novice Teaching Experience in High School Music [Changes:Desc]
47	176867	Course Modification	Jean Grant	ETE ETE 301 Novice Teaching Experiences in Music Classrooms K-8 [Changes:Desc]
48	176866	Course Modification	Jean Grant	ETE ETE 240 Practicum for Teaching English Learners Part 2 [Changes:Desc]
49	176865	Course Modification	Jean Grant	ETE ETE 237 Practicum for Teaching English Learners I [Changes:Desc]
50	176864	Course Modification	Jean Grant	ETE ETE 219 Human Development and Effective Field Experience [Changes:Desc]
51	176863	Course Modification	Jean Grant	ETE ETE 116 Introductory Field Experience [Changes:Desc]
52	176722	Course Modification	Patricia Nugent	ETE ETE 308 Novice Teaching Experience in the High School [Changes:Desc]
53	175830	Course Modification	Ching-Shihn Chen	IME IME 581 Cellular Lean Manufacturing Systems [Changes:PreReq]
54	175615	Course Modification	Joshua Lewer	ECO ECO 605 Health Care Economics & Finance [Changes:PreReq]
55	174864	Course Modification	Mollie Adams	ATG ATG 605 Cooperative Education/Internship in Accounting [Changes:Desc,PreReq]
56	174444	Course Modification	Mark Brown	ATG ATG 604 Controllership [Changes:Hours]
57	174329	Course Modification	Dean Campbell	CHM CHM 536 Inorganic Chemistry [Changes:PreReq]
58	174328	Course Modification	Dean Campbell	CHM CHM 436 Inorganic Chemistry [Changes:PreReq]
59	172920	Course Modification	Dean Campbell	CHM CHM 116 General Chemistry II [Changes:Hours,Desc]
60	172866	Course Modification	Jennifer Robin	BUS BUS 610 Graduate Business Practicum [Changes:PreReq]
61	172250	Course Modification	Heidi Rottier	MTG MTG 150 Marketing in A Dynamic World [Changes:PreReq]
62	176967	Major Modification	Bradley Andersh	CHM Biochemistry (BCM)
63	176876	Major Modification	Jean Grant	ETE Early Childhood Education
64	177003	Minor Modification	Bradley Andersh	CHM Chemistry Minor
65	176031	Program Deletion	Jean Grant	ETE Curriculum & Instruction
66	178044	Program Modification	Elly Peterson	BUS Theresa S. Falcon Executive MBA Program
67	177002	Program Modification	Bradley Andersh	CHM MS Degree in Biochemistry
68	177000	Program Modification	Bradley Andersh	CHM MA Degree in Chemistry
69	176968	Program Modification	Bradley Andersh	CHM MS Degree in Chemistry
70	176808	Program Modification	Cindy Brubaker	NUR DNP
71	173766	Program Modification	Ahmad Fakheri	M E ME graduate Program