



**Bradley University Senate  
Second Regular Meeting of the 2019-2020 Senate**

3:10 p.m. – 5:00 p.m., November 21, 2019  
Michel Student Center, Ballroom A/B



**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 the Minutes (See Attachments 1)**
- IV. Reports from Administrators**
  - A. President Roberts**
  - B. Senior Vice President of Academic Affairs and Provost Zakahi**
- V. Report from Student Body President Megan Brezka**
- VI. Report from University Senate President Ahmad Fakheri**
- VII. Consent Agenda (See Attachments 2)**
- VIII. Modification of C&R committee membership (see attachment 3)**
- IX. Modification of SPC membership (see attachment 4)**
- X. Strategic Plan action item, Committee to review T&P Processes and Criteria**
- XI. Strategic Plan action item, Staff Committee**
- XII. New Business**
- XIII. Adjournment**



## **Bradley University Senate Second Regular Meeting of the 2019-2020 Senate**

3:10 p.m. – 5:00 p.m., October 17, 2019  
Michel Student Center, Ballroom A/B



### **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 at 3:10**

### **II. Announcements**

### **III. Approval of Minutes (See Attachments 1)**

Motion Senator Bosma; 2<sup>nd</sup> Senator Tayyeri

### **IV. Reports from Administrators**

#### **A. President Roberts**

President Roberts' remarks centered on 2 issues.

##### **1. New building:**

The President commented that Larry McGuire, Director of Facilities, was in attendance. He noted that move-in has been further delayed. Business will begin move-in next week and Engineering the following week. While the certificate of occupancy was issued there's still lots of work to be done. All appears to be on track for the November 1 dedication, but he requested that all who are not authorized should stay out of the building until work is completed.

##### **2. Financial situation:**

The President commented that he has met with President's Faculty Advisory Group twice and the new ad hoc committee once. He considers these two groups to be his primary vehicles for getting feedback about ideas on the table. He meets with BOT on Nov. 1 and 2 to discuss the possibilities vetted at these meetings. He further commented on the split between some who are skeptical that we have a crisis vs BOT who are pressuring him to address this as a financial "disaster". To solve the problem of skepticism he floated the idea of Town Hall Meetings where Administration will walk those gathered through the numbers. He asked that listeners take into account that each week produces new information that prompts revision. For instance, when final enrollments came in revisions were needed. He further noted that BOT approved one time expenses. But he stressed that this is the first time in Bradley history that there's been a cash deficit, and that is not sustainable.

#### **B. Senior Vice President of Academic Affairs and Provost Zakahi**

Provost Zakahi spoke on 3 issues.

##### **1. Program Prioritization**

All programs have submitted their reports and 90 % came in on time. Review of narratives has begun. After a calibration exercise, teams of 2, with a 3<sup>rd</sup> reviewer participating in some instances, are completing reviews to score the narrative. These reviews have produced some feedback about changes and adjustments that might be needed; he reminded listeners that this is an iterative process.

**Questions from the Senate** included

- a request for clarification of what the narratives are

- what is meant by the phrase “scoring the rubrics”, and
- what guarantees have been put in place to guard against comparative or implicit “ranking” during the scoring process.

**The Provost replied** by first explaining the report contents: the reports included hard data, financial information supplied by the administration, and the narratives.

- In **the narratives**, units provided information about the unit’s work to assure continuous improvement of teaching, learning and educational outcomes, the unit’s commitment to high impact practices and their assessment processes.
- Regarding **scoring**, he explained that there are 3 qualitative categories one can be scored into and the reviewers both do such placement and provide feedback to departments.
- He commented that the **role of the 3<sup>rd</sup> scorer is to crosscheck to help guarantee** against comparative scoring.

## 2. Grant programs (internal)

He has suspended the OSP Research Emphasis and Special Emphasis programs because funding was not available. His goal is to provide funding for next year. The Caterpillar Fellowship grants supporting research in quantitative and technical fields will continue.

- **Questions from Senate** included inquiry into whether the RE and SE programs, which are routinely pitched to junior faculty members at the point of recruitment, was endowed, and whether given this suspension will accommodations be made in tenure expectations. As a follow-up it was noted that SE program was featured in the HLC accreditation.
- **The Provost replied** that these programs are funded by a “quasi-endowment” that consists of excess funds set aside in previous years and that the reason there are no funds is that there was a “Miscommunication about shifting that funding to another activity.” Further he noted that tenure relief was open to discussion. To respond to the HLC question, Jennifer Gruening Burge was called on. She explained that the SE program was not a required component of HLC, but instead the result of a choice Bradley made. It is not included in the accreditation.
- **Another question from the Senate** asked whether projected expenditures include phase 2 of the construction.
- **The reply** was that the building is a capital expenditure.

## 3. Search updates

- A 4<sup>th</sup> attempt at hiring a director of Office of Sponsored programs is underway. If this search fails the might go internal and provide training and education to move it forward.
- Engineering Dean Search Committee has been formed and the search is almost ready to launch.
- **Questions from the Senate** included an inquiry about what will happen to faculty searches.

- **The Provost replied** that they are continuing for now. He further noted that if a department turns someone down for tenure, they get an automatic replacement position.
- **The President noted** that the search for President is ongoing with 80 applicants applied by the September 15<sup>th</sup> deadline. He further requested that students should not be told to visit the new building.

V. **Report from Student Body President Megan Brezka** was not able to attend but sent a memo containing three points.

1. **Mental Health Awareness Week Collaboration** -- The Campus Safety & Community Relations Department of Student Senate partnered with the Office of Health Services and Counseling to successfully promote National Mental Health Awareness Week from October 6th - 12th earlier this month.
2. **Menstrual Product Program** -- The Campus Affairs Department of Student Senate is exploring options for implementing a program that would provide free menstrual products in specified bathrooms on campus.
3. **Textbook Accessibility Initiative** Last academic year, the Academic Affairs Department of Student Senate began developing an initiative to ensure that the Cullom-Davis Library maintained at least one copy of every required textbook. We are continuing this work, and are currently examining Bradley's textbook policies.

VI. **Consent Agenda (See Attachments 2)**

This is from Curriculum and Regulations Committee; no motion from committee is needed. **Approved.**

VII. **Building Update – Larry McGuire**

Larry McGuire, Director of Facilities, addressed the Senate and answered question. He remarked that he started this job on bid opening day. And updated status of the project.

- **Questions from the Senate** included asking if there any penalty for the late completion of the project, when students can start using spaces and classrooms, if there was a chance that classes won't start thre in January, when Jobst will begin to be taken down, and whether there were any costs to Bradley?
- **Answers** included the following: there was no penalty exacted; the move in and use of space will begin in Week of October 21, but professors will determine whether their classes will be moved during term. Abatement in Jobst, will begin first of the year. There were minor costs to Bradley, but most costs were assumed by the contractors.

VIII. **Unfinished Business**

a) **Handbook Language Change Tenure, Promotions and Dismissal Committee (See Attachments 3 &4)**

This Motion remains open from the previous meeting and discussion continued.

Comments and questions from the Senate included the following:

- A number of comments focused on the issue of unspoken and unwritten rules, and the consequences of too loose or too concrete rules. Many agreed that “unspoken” should be amended to “unwritten.” But what should be written was debated later in the meeting. See below
- Craig Curtis, who was chairing the committee when this language was drafted, feels that frustrations arise from department level policies and those need to be considered.
- There are several items that belong in evaluation section rather than in this T, P, and D section, for example, language about extension as “negative” vote and voting status of chair.
- The suggestion was made that the various changes suggested should be treated as separate motions due to the amount of editing needed.
- This motion’s suggestion that the decision lies with the provost with the president as last appeal was praised.
- Department guidelines have to be clear about chair status in the T and P guidelines as to whether the chair votes with the committee, separately, or both. But the chair also gets to write a separate letter of support or denial.
- The Grievance and T, P and D processes seem to echo each other positively.
- One of the biggest issues is that there seems to be judgment on the merit of the case at all levels...the sole issue in an appeal should be whether process was followed. If you are denied tenure the concern for appeal is that process was violated.
- Discussion of consequence of written rules was debated:
  - Written and documented is needed at the levels above the department.
  - The fear that productivity will stop may motivate a desire for vagueness, but productivity concerns can be handled through a statement to that end.
  - Flexibility for quality needs to be allowed.
  - If you get to an appeal it’s because process has been violated.
  - What if this is vague, e.g. language like “sufficient number” has been met. Fear that restrictiveness can cause denials; for instance, if a colleague who we want to retain misses by half a point. From a chair’s perspective, too restrictive is bad.
  - On the other hand if you’ve got a great person and there’s a compelling reason why to keep them, there won’t be a suit. Flexibility can be built in to the description of standards.
  - Don’t annual evaluations establish whether sufficiency is being met?
  - No one will sue if they get 4.5 instead of 5 publications and they get tenure...the person who gets 4.5 and doesn’t will be the one who sues.
  - What happens if the faculty votes one way and chair the other; feels the chair should have the utmost say; also suggests that Dean’s office should supervise the process.
- Discussion of procedure to amend, table or vote up, or down.
- Strong concern was voiced that this document seeks to replace “adequate consideration” with language about gives the committee the power to review “substantive deviation by the provost, but the decision should lie with the faculty in the department.
- This committee has a case and so, if referred, this document won’t come back to us for a long time, but the point is to get it right.

**Motion to send this document back to committee:** 1<sup>st</sup>, Senator Nanyes, 2<sup>nd</sup> Senator Banning  
**Approved.**

- IX. New Business : None presented.
- X. **Adjournment at 4 39**

**2019-2020 Bradley University Senate  
October 17, 2019 Second Meeting of the 2018-2019 Senate**

*Senators please initial*

Akers	Lex	Dean, CCET	<i>LA</i>	Goitein	Bernie	FCB, Senate EC		Morris	Marty	CCET	<i>MM</i>
Arquette	Cecile	CEHS	<i>CA</i>	Gorman	Zach	AP IRT		Muncy	Jim	FCB	
Bacon	Amy	CLAS	<i>AB</i>	Greene	Michael	CLAS		Nayes	Ollie	CLAS	<i>AN</i>
Bailey	Bill	FCB	<i>BB</i>	Grigan	Amy	CEHS		Nielsen	John	CLAS	<i>BN</i>
Bakken	Jeffrey	Dean, Grd.	<i>JB</i>	Harfield	Patty	FCB		O'Brien	Kevin	FCB	
Ball	Justin	VP Enro. Mgt	<i>JB</i>	Hertich	Alex	CLAS		O'Brien	Mathew	Dean, FCB	<i>MB</i>
Banning	Stephen	SCCFA, Senate VP	<i>SB</i>	Heuser	Jake	VP Adv.		Palakeel	Thomas	CLAS	
Bedenikovic	Tony	CLAS	<i>TB</i>	Huberman	Jeffery	Dean, SCCFA		Remmel	Megan	CLAS	<i>MR</i>
Bertram	Stacie	CEHS	<i>SB</i>	Jones	Chris	Dean, CLAS		Roberts	Gary	President	
Blair	Eden	FCB	<i>EB</i>	Kelley	Andrew	CLAS		Roos	Kelly	CCET	
Borton	Rachael	CEHS	<i>RB</i>	Kelly	Joe	CEHS		Silvest-G	Sarah	CEHS	
Bosma	Wayne	CLAS	<i>WB</i>	Kimberlin	Kevin	CLAS		Stem	Travis	SCCFA	<i>WS</i>
Brezka	Megan	Student Body President		Kindler	Andy	Registrar		Stover	Naomi	CLAS	<i>MS</i>
Brown	Mark	FCB		Krishnamoorthi	K.	CCET		Tayari	Fred	CCET	<i>MB</i>
Bukowski	Jeanie	CLAS		Kuester	Deitra	CEHS		Thomas	Nathan	VP Stu. Affairs	<i>MT</i>
Capie	Kevin	SCCFA	<i>CK</i>	Liu	Jianbo	CLAS		Timm	Mathew	PPUS	<i>MT</i>
Cluskey	Maureen	Dean, CEHS	<i>MC</i>	Lu	Yufeng	CCET		Tripses	Jenny	CEHS	<i>JS</i>
Drake	Teresa	CEHS, Senate EC	<i>TD</i>	Lukowiak	Twila	CEHS		Wiley	Brent	SCCFA	<i>BD</i>
Dzapo	Kyle	SCCFA	<i>KD</i>	Malinowski	Olek	Editor, Handbook		Williams	Chris	CLAS	<i>MC</i>
Faheri	Ahmad	CCET, Senate President		Marisa	Daniel	SCCFA		Zakani	Walter	SVP AA & Provost	<i>WT</i>
Frazier	Meg	Lib	<i>MF</i>	McAsey	Mike	Parliamentarian					
Funkhouser	Bill	FCB		McQuade	Kristi	CLAS					
Galik	Barbara	Dir. Lib		Miah	Suruz	CCET					
George	Burl	CCET		Miller	Johanna	SCCFA					
Glassmeyer	Danielle	CLAS, Senate Secretary	<i>DG</i>	Mitchell	Kimberly	SCCFA					



<u>ID</u>	<u>Document</u>	<u>Name</u>	<u>Description</u>	<u>Status</u>	<u>Seq</u>	<u>Role</u>	<u>Approver</u>	<u>Submit</u>	<u>Due</u>
183332	Concentration Addition	Yufeng Lu	E E Robotics and Controls	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	8/7/19	8/26/20
184322	Core Curriculum Addition	Amy Scott	WGS WGS 400 Directed Research in Women's and Gender Studies	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	9/3/19	1/22/20
180416	Core Curriculum Addition	Charles Dannehl	PLS PLS 319 International Political Economy	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	4/19/19	1/22/20
178082	Core Curriculum Addition	Heather Brammeier	ART ART 421 BFA Seminar II	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	2/14/19	1/22/20
185264	Core Curriculum Addition	Kara Wolfe	FCS FCS 271 Food & World Cultures	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	10/15/19	1/22/20
180769	Core Curriculum Addition	Kirsten Boyer	NUR NUR 317 Adult Health II: Medical-Surgical Nursing (Practicum)	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	5/1/19	1/22/20
180744	Core Curriculum Addition	Kirsten Boyer	NUR NUR 309 Nursing of Children (Practicum)	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	4/30/19	1/22/20
180731	Core Curriculum Addition	Kirsten Boyer	NUR NUR 307 Maternal-Newborn Nursing - Practicum	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	4/29/19	1/22/20
180487	Core Curriculum Addition	Kirsten Boyer	NUR NUR 417 Senior Practicum II	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	4/22/19	1/22/20
180480	Core Curriculum Addition	Kirsten Boyer	NUR NUR 411 Senior Practicum I Medical Surgical	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	4/22/19	1/22/20
180475	Core Curriculum Addition	Kirsten Boyer	NUR NUR 207 Adult Health I: An Introduction to Medical-Surgical Nursing	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	4/22/19	1/22/20
184374	Core Curriculum Addition	Rachel Vollmer	FCS FCS 202 Food and Nutrition	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	9/5/19	8/26/20
179190	Core Curriculum Addition	Thomas Coy	ENC ENC 305 Service Learning: Outreach & Engagement	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	3/22/19	8/26/20
184204	Course Addition	Eden Blair	ETL ENT 387 Family Business	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	8/29/19	1/22/20
179174	Course Addition	Elena Gabor	COM COM 384 Organizational Accidents	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	3/21/19	1/22/20
181401	Course Addition	Megan Rimmel	PLS PLS 303 Sub-Saharan African Politics	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	5/22/19	8/26/20
179400	Course Addition	Rachelle Pavelko	COM COM 318 Health Communication	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	3/27/19	1/22/20
180790	Course Addition	Ryan Reed	PLS PLS 309 Gender and Sexuality in Political Thought	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	5/1/19	1/22/20
178343	Course Addition	Sherri Morris	BIO BIO 153 Introduction to Research Immersion	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	2/28/19	8/28/19
181302	Course Deletion	Jennifer Robin	BUS BUS 202 Sophomore Business Practicum	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	5/20/19	1/22/20
185518	Course Deletion	Yufeng Lu	E E ECE 328 Fundamentals of Electrical Engineering II	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	10/22/19	1/22/20
185512	Course Deletion	Yufeng Lu	E E ECE 327 Fundamentals of Electrical Engineering I	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	10/22/19	1/22/20
184622	Course Modification	Carmen Keist	FCS FCS 336 History of Fashion [Changes:Desc]	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	9/17/19	8/26/20
184621	Course Modification	Carmen Keist	FCS FCS 335 Survey of Fashion Designers [Changes:Desc]	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	9/17/19	8/26/20
177743	Course Modification	Dawn Roberts	PSY PSY 245 Stress and Resilience [Changes:Title,Desc,PreReq]	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	1/25/19	1/22/20
184727	Course Modification	Deborah Erickson	NUR NUR 633 Nursing Administration II (Practicum) [Changes:PreReq]	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	9/23/19	1/6/20
178250	Course Modification	Elena Gabor	COM COM 394 Communication and Conflict Management [Changes:PreReq]	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	2/22/19	1/22/20
184694	Major Modification	Anthony Adams	COM Advertising & Public Relations	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	9/19/19	8/26/20
179169	Major Modification	Bradford Brown	HIS History and Social Studies Education (9-12)	Enroute	110	Senate Agenda Prep	Ahmad Fakheri	3/20/19	1/22/20

2. The Committee on Curriculum and Regulations shall consist of the following:

a. Ex officio members:

~~1) The Provost and Vice President for Academic Affairs who shall serve as Chairperson;~~

2) The Registrar;

3) The Deans of the Colleges and of the Graduate School;-

3) A tenured faculty nominated by the Senate Executive Committee and approved by the Senate who shall serve as the chairperson for a renewable three year term. The Chair will receive a one course reduction during the academic year. The provost office will provide the needed committee staff support.

b. Faculty members elected from and by the full-time faculty of their respective units for three-year terms:

1) One member from the College of Business Administration;

2) One member from the College of Communications and Fine Arts;

3) One member from the College of Education and Health Sciences;

4) One member from the College of Engineering and Technology;

5) Three members from the College of Liberal Arts and Sciences.

c. Two undergraduate student members recommended by the Student Senate;

d. One graduate student recommended by the Graduate Student Advisory Council;

e. Membership on the General Education Subcommittee of the Committee on Curriculum and Regulations shall be approved by the Senate

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

a. Ex officio members:

- 1) The Provost and Vice President for Academic Affairs who shall serve as co-Chairperson;
- 2) .....

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

- 1) The President, in consultation with the Provost and Vice President for Academic Affairs, shall appoint three faculty to three-year terms.
- 2) A tenured faculty nominated by the Senate Executive Committee and approved by the Senate who shall serve as the Co-Chairperson for the duration of the strategic plan. The Co-Chair will receive a one course reduction per year during the academic year.