



Fourth Regular Meeting
2020-2021 Bradley University Senate
3:10 p.m., Wednesday, December 9, 2020
via
Zoom



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.

I. Call to Order

II. Announcements

0. The meeting is being recorded
1. There are still a vacancy on the Faculty Grievance Committee. Please forward names of individuals willing to serve to a member of Senate Exec. See also the proposed handbook changes for this committee below. Professors Tony Bedenikovic, Kevin Kimberlin, and Christy McQuade have volunteered to serve.

III. Report from the Student Body President Emma Hoyhtya

IV. Reports from Committees

A. Curriculum and Regulations

Action items forth coming.

V. Old Business

1. Motion to Change the Handbook Language for the Committee on Diversity and Equity (Changes in red)

Article V.1.1. Committee on ~~Affirmative Action~~ Diversity and Equity

Article V.14. The Committee on ~~Affirmative Action~~ Diversity and Equity
(Revised on April 18, 2002, October 18, 2018, and on November 15, 2018)

1. The function of the Committee on Diversity and Equity 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, gender identity and expression or veteran status. The Committee shall make recommendations to the University Senate and to the administrative officers involved in the implementation of affirmative action policies. To accomplish its objectives, the Committee shall periodically solicit and review reports from administrative officers, University Senate, university committees, and others involved in diversity and affirmative action policies. ^{[[}SEP^{]]}
2. The Committee shall be composed of nine members. Six members shall be appointed by the Executive Committee subject to approval by the Senate, ~~one of whom, a Senate member, shall be designated as Chairperson.~~ One member shall be appointed by the Provost and Vice President for Academic Affairs and one member by the Vice President for Legal Affairs. One member shall be a student selected by the Student Senate. Appointments are for three-year renewable terms with staggered terminations. ^{[[}SEP^{]]}
3. The Committee shall elect its own Chairperson and establish its internal operating procedures and those procedures shall be made available to the campus community.

2. Motion to change the population rules for the Faculty Grievance Committee.

Faculty Handbook, page 23. Motion: Change Article V.8.2. as indicated below (changes in red)

"The Faculty Grievance Committee shall consist of five members and one alternate who are full-time ~~tenured~~ faculty members, ~~nominated and~~ elected by and from the full-time faculty. ~~Members shall be nominated and elected by and from the full-time faculty.~~ Members shall be elected for staggered terms of two years. In alternating years, three members shall be elected and, in the subsequent year, two members and one alternate member shall be elected. If a vacancy occurs prior to the completion of a term, the alternate member shall complete..."

3. Motion to include Provost as a member of C&R (Changes in red font)

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

a. Ex officio members:

- 1) The Registrar.
- 2) 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's Office will provide the needed committee staff support.

4) **The Provost and Senior Vice President for Academic Affairs.**

b. Faculty members elected from and by . . .

VI. New Business

VI. Reports from Administrators

A. President Standifird

B. Provost and Senior Vice President for Academic Affairs Zakahi

C. CFO/COO Blade

VII. Adjournment



Third Regular Meeting
2020-2021 Bradley University Senate
3:10 p.m., Thursday, November 19, 2020
via
Zoom



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I. Call to Order

II. Announcements

0. The meeting is being recorded
1. There are still vacancies on the Faculty Grievance Committee. Please forward names of individuals willing to serve to a member of Senate Exec. See also the proposed handbook changes for this committee below.
2. The ad hoc Faculty Handbook Revision committee is presently determining which Process 3 items can be removed from the Handbook

III. Report from the Student Body President Emma Hoyhtya

IV. Standing Committees

A. Senate Exec

1. Motion to ratify the nomination of Ahmad Fakheri as Chair of the Committee on Curriculum and Regulations.
2. Motion to Change the Handbook Language for the Committee on Diversity and Equity (Changes in red)

Page 26 and 27

Article V.1.1. Committee on ~~Affirmative Action~~ Diversity and Equity

Article V.14. The Committee on ~~Affirmative Action~~ Diversity and Equity
(Revised on April 18, 2002, October 18, 2018, and on November 15, 2018)

~~3.4.~~ The function of the Committee on Diversity and Equity 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, gender identity and expression or veteran status. The Committee shall make recommendations to the University Senate and to the administrative officers involved in the implementation of affirmative action policies. To accomplish its objectives, the Committee shall periodically solicit and review reports from administrative officers, University Senate, university committees, and others involved in diversity and affirmative action policies. ^[1]_[SEP]

~~4.5.~~ The Committee shall be composed of nine members. Six members shall be appointed by the Executive Committee subject to approval by the Senate, ~~one of whom, a Senate member, shall be designated as Chairperson.~~ One member shall be appointed by the Provost and Vice President for Academic Affairs and one member by the Vice President for Legal Affairs. One member shall be a student selected by the Student Senate. Appointments are for three-year renewable terms with staggered terminations. ^[1]_[SEP]

6. The Committee shall elect its own Chairperson and establish its internal operating procedures and those procedures shall be made available to all full-time faculty.

3. Motion to change the population rules for the Faculty Grievance Committee.

Faculty Handbook, page 23. Motion: Change Article V.8.2. as indicated below (changes in red)

"The Faculty Grievance Committee shall consist of five members and one alternate who are full-time ~~tenured~~ faculty members, ~~nominated and~~ elected by and from the full-time faculty. ~~Members shall be nominated and elected by and from the full-time faculty.~~ Members shall be elected for staggered terms of two years. In alternating years,

three members shall be elected and, in the subsequent year, two members and one alternate member shall be elected. If a vacancy occurs prior to the completion of a term, the alternate member shall complete..."

4. Motion to include Provost as a member of C&R (Changes in red font)

Faculty Handbook Page 16 --

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4) **The Provost and Vice President for Academic Affairs.**

b. Faculty members elected from and by . . .

B. Curriculum and Regulations

Consent Agenda		
185408	Core Curriculum Addition	C E C E 200 Engineering Co-Op
185410	Core Curriculum Addition	C E CON 200 Construction Co-op
188631	Core Curriculum Addition	C E C E 493 Civil Engineering Design Project I
188634	Core Curriculum Addition	C E C E 498 Civil Engineering Design Project II
194831	Core Curriculum Addition	IME IME 499 Senior Industrial Project
194832	Core Curriculum Addition	IME IMT 498 Senior Industrial Project
194890	Core Curriculum Addition	IME IME 481 Lean Production Systems
199765	Course Deletion	CFA CFA 357 Music Power Brokers
194606	Course Modification	SOC SOC 391 Internship in Applied Sociology [Changes:PreReq]
199589	Course Modification	ENG ENG 407 Advanced Poetry Workshop [Changes:Desc,PreReq]
199591	Course Modification	ENG ENG 408 Advanced Fiction Workshop [Changes:Desc,PreReq]
199590	Course Modification	ENG ENG 507 Intensive Poetry Workshop [Changes:Desc]
199592	Course Modification	ENG ENG 508 Intensive Fiction Workshop [Changes:Desc]
199608	Course Modification	ENG ENG 403 Advanced Creative Nonfiction Workshop [Changes:Desc]
199606	Course Modification	ENG ENG 409 Advanced Screenwriting Workshop [Changes:Desc]

199609	Course Modification	ENG ENG 503 Intensive Creative Nonfiction Workshop [Changes:Desc]
199607	Course Modification	ENG ENG 509 Intensive Screenwriting Workshop [Changes:Desc,PreReq]
Requires a Motion		
193155	Major Modification	C E Civil Engineering
192613	Minor Modification	EHS Health

V. Old Business

Stop the Clock Motion

Tenure-track faculty members starting prior to Fall 2020 are automatically opted into up to a two-year extension of their probationary period. Tenure-track faculty members starting in academic year 2020-2021 are automatically opted into a one-year extension of their probationary period. These result in a probationary period of up to eight years for faculty starting prior to fall 2020 and seven years for faculty members starting in 2020-2021.

Amendment 2 (Under consideration at the close of the Second Regular Meeting).

Amendment #2: Amend to add the following sentence to the end of the motion: *“Faculty members may opt out of the extension (one year or both years) of the probationary period by applying for tenure at the beginning of their 6th or 7th year of service for those hired into tenure track lines prior to Fall 2020, or the 6th year for those beginning employment in Fall 2020”*

VI. Reports from Administrators

A. President Standifird

B. Provost and Vice President for Academic Affairs Zakahi

C. CFO/COO Blade

VII. New Business

VIII. Adjournment



Second Regular Meeting

2020-2021 Bradley University Senate

3:10 p.m. – 5:00 p.m., October 15, 2020

Online Zoom Meeting

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.

I. Call to Order at 3:10 PM

II. Announcements

Senate President Mat Timm made announcements and comments below.

1. The meeting is being recorded.
2. There are vacancies on the Faculty Grievance Committee. Please forward names of individuals willing to serve to a member of Senate Exec. See also the proposed handbook changes for this committee below.
3. The online Faculty Handbook is up to date.
4. Thank the Ad Hoc committee for the service

III. Approval of Minutes

- A. Special Meeting of the 2020-2021 University Senate, July 16, 2020. Both the original versions circulated with the agenda for the First Regular Meeting of the 2020-2021 Senate and the revised version are attached. The revisions precede the original*

Approve the July special meeting minutes (the revisions and the original)

Motion: Danielle Glassmeyer 2nd: Jeanie Bukowski

The motion carries unanimously.

- B. First Regular Meeting of the 2020-2021 University Senate, Sep 17, 2020. **

Approve the First regular meeting minutes

Motion: Fred Tayyari 2nd: Twila Lukowiak

The motion carries unanimously.

* included below **separate attachment.

IV. Reports from Administrators

A. President Stephen Standifird

- Pres. Standifird thanks everybody and recognizes all the hard work that continues to happen to get us through the very unique academic year.
- Comments on recent key announcements:
 - Announced Molly Cluskey as Director of online and distance learning. The position is funded by a restricted charitable gift, which has no negative impact on the budget.
 - Announced two new positions: Tom Hammerton as VP of advancement, Chris Jones as VP of Strategy and Innovation.

- No replacement for Associate VP of marketing; Combining Business and Engineering Dean positions; restructuring the graduate school.
- A net reduction in the number of senior administrative positions and a reduction in the overall administrative cost.
- Strongly advocating for national searches under normal circumstances. These are not normal times. Each position plays a key role in helping the university get out of the vicious cycle of austerity. It is important to move hiring as fast as possible.
- The university cannot and will not continue to operate in an environment of continuous cut. Realize how fundamentally damaging the cuts is to the organization culture. Hear and appreciate the frustrations with the tough decisions to get the budget under control. Unfortunately, there are decisions we have to make, to move towards financial sustainability.
- About to launch national searches for open dean positions with a world-class search firm, wittKieffer. Be much more focused on doing more inclusive searches with a greater emphasis on creating a large and diverse candidates pool.

- **Q&A session with Pres. Standifird**

- **Danielle Glassmeyer** asked a question raised by her constituents on teaching load policy announced on September 30th.
 - “The policy perhaps was framed without sufficient attention to or perhaps knowledge of how classrooms real or virtual are in fact running this semester. It appears a single measure is being considered here and that's the teacher's ability to be in the same room with students. In addition, the policy seems inequitable given that in some departments faculty without reductions for service carried a 3 course load this semester; that there's a huge negative impact potential to our students who luck into a teacher who's exhausted by a second semester of 4 courses; that many online teachers are running synchronous classes; and that the pedagogy for different disciplines varies widely. In short, one colleague suggested that Bradley may be mistaking its brand here when it posits that face to face instruction, rather than high quality instruction. Is the measuring rod for this decision? Finally, many have voiced concerns that they feel they are being manipulated into making a choice between a manageable course load and their health or the health of the loved ones they care for. Can you provide me with comment to take back to my colleagues that provides some detail about this policy, the fact gathering and evidence basis for the decision, and what you are doing to make sure that this is in fact an equitable policy as well as one that is not grounds for an ADA-based or age discrimination lawsuit?”
 - There is also a concern on a gender skew. For those who did not get any kind of access to talking about workload and who are very concerned about ADA component, for those are de facto disabled, what are the steps they can take?

Pres. Standifird replied that

- Based on very detailed feedback, 3-3 hybrid work load is actually quite a bit more work than a 4-4 face-to-face or a 4-4 fully online.
- The essence is a work equalization to recognize this is exceptionally higher amount of work to go into teaching hybrid.
- Had conversations with Department Chairs, Deans, the Provost, and senate executive group and emergency advisory group.
[**Kyle Dzapo** clarified that the emergency advisory group talked about the policy on Oct 7th 2020, prior the announcement of Sep 30th.]

Erin Kastberg addressed the ADA concern. The teaching load policy is to address the fairness piece. The work load seems to be significantly more onerous for those who were teaching hybrid. The ADA-related process exists with HR. Individuals can check it with HR.

Megan Remmel noted that her frustration is more about having students coming in and out the class, switching between in-class and remote learning. The uncertainty makes things difficult for instructors. She suggested to have dedicated courses/sections for remote learning students or in-class.

Tony Bedenikovic suggested to provide a regular access to COVID testing and incentivize with a smaller class size for in-class professors.

Pres. Standifird added that the university can provide PPE accommodation. No good answers how to deal with the pandemic. Many students showed up remotely post quarantine. Classes are hybrid. We can mitigate the issue, but not eliminate it. The university continues to figure out how to navigate these problems.

Jim Muncy expressed that there are also concerns on research. Indirectly Bradley is adjusting its research expectation. He asked when will Bradley go back to the environment that is more reflective of a balanced institution than a teaching school?

Pres. Standifird believes the teaching-scholar model. The absolute intent is to go back to the model as quick as after the pandemic. It also depends on how the economy goes.

Kristi McQuade added she is well aware of the workload problem caused by the Pandemic. It is difficult to compare. Work load difference exists prior the

pandemic. There is no much mention on student learning. It is important to let the departments have freedom or be more creative to do what's the best for students, both online and face-to-face.

Pres. Standifird added that the university continues to adjust as we learn what would work better in different environments, and try to come up solutions make sense. Based on the parents' group, things are generally going well in classes.

B. Senior Vice President of Academic Affairs and Provost Zakahi

- Provost Zakahi shared the information about the Spring 2021 schedule (Cancel spring break and start the semester one week later) and Dean searches.
- Accreditation review for nursing and foster college of business (all are virtual) in next a couple of weeks.
- CCET accreditations will be in Feb 2021 (all are virtual)
- HLC accreditation culminate with a virtual visit and one person on-campus visit.

• Q&A session with Provost Zakahi

- **Question: Eden Blair** asked if the Provost considers getting rid of course evaluation. The worry is the evaluation is on how we handled the pandemic, instead of actually meeting learning objectives of classes effectively.

Answer: Provost Zakahi said there were conversations with Deans and we will continue some kind of review process. Chairs received guidelines from the Promotion, Tenure, and Dismissal committee. There is a stop-a-clock option for untenured faculty members. The guideline also includes some boilerplate language to recognize we are in the exceptional period of time.

- **Question: Travis Stern** asked about there is any consideration to give students with mental health in the elimination of spring break(21SP), ramification of eliminating fall break(20FA), and the process of making these decisions.
- **Answer: Provost Zakahi** has deep concerns on student's physical wellbeing around this and understand their mental health is equally important. Primary focus on the challenges of physical health with the virus. Many options were discussed. There might be an attempt to make sure equivalent 15-week coverage in asynchronous teaching. Students had feedback that the workload is heavier than they had in the past. In short term, there is no answer. Danger associate with the spring break is huge.

C. Senior Vice President and Chief Operating Officer Blade

Jeff Blade reported the progress with Huron Consulting in looking at administrative functions. Five working groups have been working on data gathering, current state of various aspects of the processes and service delivery. Huron also interviewed various stakeholders across the university. Look into how to have more effective and efficient administrative functions across the campus. Expect a comprehensive IT recommendation coming out of this work. He will provide a little more detail in next senate meeting.

- **Q&A session with Jeff Blade**

Questions: Jeanie Bukowski asked about the status of sharing the Huron report with the senate resource committee, which was discussed in the previous senate meeting.

Naomi Stover asked if faculty will be consulted for the new IT changes for the campus?

Ahmad Fakheri asked to provide some information on the process of putting groups /committees together. **Danielle Glassmeyer** asked if faculty are robustly represented in those groups.

Answer: Jeff Blade: No objection to share the report. The findings from the spring is more relevant. The work in the spring is more on fact finding and background, and a set of recommendation to be considered. We may wait until the actual recommendations from the report. There are cross functional representations in those work groups. Make sure we have good stakeholder buy-ins for any recommendation putting forward. No intent to do this in silos. There are five functional leaders: IT committee chaired by Zach Gorman; Marketing and communication by Jim Crone; HR by Crystal Elliott, Administrative and Finance by Demetrius Carmichael. Huron has extensive experience and background in academia. **Ahmad Fakheri** suggested that faculty who actually use the IT equipment could be a good source of information. It is useful in analysis of lessons what we did in IT. There was significant expenditure of resource on technology in the building. Is there something we would do differently?

Jeff Blade added that not every group has faculty representatives. The HR work group underlies HR process and technology issue. Nothing will be implemented without strong consideration and inputs from all stakeholders.

- **Questions: Kristi McQuade** asked what fraction of residential students have left housing and its impact on our budget.

Answer: Jeff Blade: The university has processed a number of housing and dining credits. Closely working with Airmark team to mitigate any impact of fewer students in food service. As a part of the budget, \$1M is specific to the expenses related COVID such as IT and PPE. \$2M general budget is for contingency due to high-level uncertainty. Some expenses fall in the category of unknown. There was a substantial saving from operating buildings and serving less on-campus students in Spring 2020. It offsets some expenses. Have been having conversations on spring 2021, in particular housing facilities, if a similar number of students won't come back. in Spring 2020. There is no an easy answer, but we are navigating through it.

V. Reports from Student Senate

- Emma Hoyhtya (Student Body President) is not available. **David Daye** made the presentation. The key points are captured in the Student Senate Report below.



Student Senate Report

Bradley University
October 2020

Personal Note

Hello again, everyone! I hope you're all doing well and that midterm season has been successful for both you and your students.

The biggest request that I have for professors as we move through the rest of the semester and enter into a "Round Two" of hybrid learning next semester is that you think **creatively** about how to help students. Students are struggling right now in many ways: emotionally, mentally, physically, and our academics are more difficult than ever because of it. Breaks from school are often times the checkpoints we have throughout the semester and give us a much needed mental break, and without them we are drained. To combat the burnout, professors thinking creatively about how to give students a way to recharge will be so important. Several ideas could be a weekend of no homework, allowing class time to be used for work time, anything that allows students the space to recharge.

Overall I'm hopeful for the rest of the semester as well as the Spring. If there's anything students can do for you all to improve life at Bradley please reach out!

Current Efforts

Pass/Fail Implementation - Student Senate is advocating for the implementation of the Pass/Fail Grading Scale for the current semester in the same format as last semester. With the same mentality as Spring 2020, we are working under intense and unprecedented circumstances and having the support of such a grading scale would greatly improve our ability to succeed. Thus far we have discussed the option with the Provost and the deans of all colleges and will now advocate for further action to get it approved by the rest of the

University faculty and staff as well as the Board of Education. For more information please email me and I'd be happy to send over our resources.

- Note: When polled, over 90% of students are in support of the implementation, and there is a petition circulating for students to sign in support.

Other Student Senate Projects - The following are short term projects being pursued by our committees.

- Title IX Education for All Students
- A Black Lives Matter Campaign in Conjunction with Black Student Organizations
- Pre- and Post - Election Planning
- Halloween Preparation -- Messaging to remind students to stay home and stay safe

Respectfully Submitted,

Emma Hoyhtya
Student Body President
Bradley University

Comments: **Pres. Standifird** loves to be a participant in helping developing civility and civil dialogue. That's core principle of who we are. **Jeanie Bukowski** suggests to consult with Brad McMillan. There are resources available in the Institute for Principled Leadership in Public Service. **Dan Matisa** asked student's overloaded semester is partially caused by the attempt of providing more work on the high side of instruction. **David Daye** commented that it is overwhelming so. Students do not necessarily have more available time to do schoolwork. There are still student organization activities and part-time jobs to do.

Tim Koeltzow speaks on the senate floor. (Motion: Danielle Glassmeyer, 2nd: Jeanie Bukowski)

The motion carries.

Tim Koeltzow suggested to be mindful in spring semester. With spring break cancellation, we may identify a Bradley "holiday" for students and faculty. **Pres. Standifird** added that the Department of Education has some tough standards on hours. We have to be careful how we follow that and could be more creative to figure it out.

VI. Reports from Standing Committees

A. Curriculum and Regulations Committee: N/A

B. Tenure, Promotion and Dismissal.

See the full report below.



TO: Dr. Mat Timm
FROM: University Tenure, Promotion, and Dismissal (TP&D) Committee
DATE: September 23, 2020
SUBJECT: Guidelines Concerning COVID-19 Impact on Faculty Evaluations and T&P Process

On September 4, 2020, Provost Zakahi requested the TP&D Committee provide informal guidelines for College Deans and Department Chairs concerning the effects of Covid-19 and the *Stop the Clock* provision as it relates to annual evaluations and the tenure and promotion process.

Below are the suggested guidelines for the Department Chairs. If the guidelines are acceptable, they can be communicated to the campus community by the Provost, the Senate or the TP&D committee. In addition, the document includes a motion for consideration by the Senate to allow the extension of the tenure clock.

Guidelines for Department Chairs: Covid-19 and the *Stop the Clock* Provision

Annual Evaluations

Department Chairs will complete annual evaluations of faculty members in Fall 2020, as they would during the fall semester of any academic year. When submitting materials for review, faculty members who would like the extenuating circumstances of COVID-19 to be considered are encouraged to include a statement indicating how their teaching, scholarship, and service have been impacted by the pandemic. When evaluating faculty, Department Chairs are encouraged to consider the increase in workload resulting from changes to course administration. It is recommended Department Chairs also provide consideration to additional disruptions to faculty work that occurred during the previous year, as outlined by faculty members in the statement they submit with their review materials.

The following passage, which may be included at the beginning of an evaluation, might be of some utility to Department Chairs as they review the prior year's performance of faculty.

There have been significant disruptions to faculty work during this unprecedented time that should be considered when evaluating faculty's performance in the areas of teaching, scholarship, and service. In particular, XXXX has indicated that [information presented in the faculty member's statement demonstrating how the pandemic affected their work.]

Terminal Contracts Issued During *Stop the Clock* Process

If a faculty member is continually not meeting the expectations set forth by the Department's Tenure and Promotion Guidelines, upon the recommendation of the faculty, a terminal contract may be issued, even if the faculty member has opted to *Stop the Clock*. However, under these circumstances, the Department Chair and Dean must clearly provide a rationale and documentation supporting and justifying this decision.

Stop the Clock Motion from the TP&D committee [committee member: Ahmad Fakheri]

“Tenure-track faculty members starting prior to Fall 2020 are automatically opted into up to a two-year extension of their probationary period. Tenure-track faculty members starting in academic year 2020-2021 are automatically opted into a one-year extension of their probationary period. These result in a probationary period of up to eight years for faculty starting prior to fall 2020 and seven years for faculty members starting in 2020-2021.

Faculty members starting prior to Fall 2020 may opt out of the extension or request a one-year extension before the end of Fall 2020. Tenure-track faculty members starting academic year 2020-2021 may opt out of extending the probationary period by informing their Department Chair prior to the start of Fall 2021.”

Motion Discussion:

Ahmad Fakheri (Member of the TPD committee): Due to the COVID, probationary faculty are offered with either one-year or two-year extension depending on when they started working with Bradley. However, the two-year extension is not in conformity with the handbook. The handbook only allows one-year extension during the six probationary year for specific reasons. In addition, the “stop-clock” does not mean that the work from spring 2020 and AY2020-2021 won’t be counted. The work cumulatively is going to count in those seven or eight years for tenure and/or promotion.

Megan Remmel asked for clarification on research expectation and how recent teaching load changes and research expectation interact with each other. The research expectation would be the same, if they would not be higher for someone takes the extension. Should the standard be explicit in this proposal? **Provost Zakahi** answered that the proposal is under the extraordinary circumstance. Teaching load will return to normal. Probationary faculty will have a full six years with the extension. The research expectation would be the same. **Ahmad Fakheri** added that we can either revisit the T&P criteria or request another extension, if it won’t back to normal next Fall. The proposal is for right now.

John Nielsen had a concern on the extension for probationary faculty. From the last senate meeting, six-year probationary period is not guaranteed for probationary faculty. They are incentivized to get the six-year done as soon as possible. Should the expectation be modified if

they want to go up after 6 years? **Ahmad Fakhri** agreed that it is a good point. But that's a separated matter. Probationary faculty come in with a probation of six-year period.

Jackie Hogan likes the automatically opt-in with flexibility when probationary faculty put binder together. **Jackie Hogan, Megan Remmel,** and **Danielle Glassmeyer** also had concerns on publication review process and the financial fallout effect from the pandemic. **Udo Schnupf, Wendy Schweigert** and **Jim Muncy** had concerns on the flexibility.

The proposal does not have flexibility as intended and may not bring any benefit to probationary faculty. It is difficult to decide opt-out at the end of Fall semester, before the COVID is even over. Loosening rigid inflexibility seems quite reasonable.

Amendment #1: Amend to the TP&D motion: remove the last two sentences “Faculty members starting prior to Fall 2020 may opt out of the extension or request a one-year extension before the end of Fall 2020. Tenure-track faculty members starting academic year 2020-2021 may opt out of extending the probationary period by informing their Department Chair prior to the start of Fall 2021” from the original TP&D motion.

(motion: **Udo Schnupf** 2nd : **Jim Muncy**)

Amendment #1 discussion:

Discussion summary from Eden Blair, Rachel Volmer, Kristi McQuade, Ahmad Fakhri, Kelly McConnaughay, Jim Muncy, Jiangbo Liu:

There was a concern on the unclear nature of this and how to vote progress towards tenure, if the department T&P committee does not know which year the probationary faculty goes up for tenure. The handbook does have the language of requesting one-year extension in the final probationary year before going up for tenure. The discussion here is to grant the extension now. The same body of work requirements will be applied. It is a corpus of accomplishment, not this particular year. The department may state that at this point, the probationary faculty is making

progress towards tenure. These are remaining things to do before the faculty goes up for tenure. It is important to communicate with the department T&P committee and the Chair. It makes sense not to declare the opt-in or opt-out decision now. The handbook also has the provision of early promotion under a rare circumstance.

The motion to amend the TP&D motion (amendment #1) carries with majority votes.

Amendment #2: Amend to add one sentence: *“Faculty members may opt out of the extension (one year or both years) of the probationary period by applying for tenure at the beginning of their 6th or 7th year of **service** for those hired into tenure track lines prior to Fall 2020, or the 6th year for those beginning employment in Fall 2020”* **to the revised TP&D motion**

(motion: Kristi McQuade; 2nd: Udo Schnupf)

Amendment #2 Discussion

Motion: Change one word in the sentence: change service to **consideration**

Dan Matisa moved the motion, then withdraw the motion, due to the meeting time was running out)

The motion was withdrawn.

Motion: postpone the discussion to the next senate meeting in Nov 2020.

(motion: Stephen Banning; 2nd : Jeanie Bukowski)

The motion carries with majority votes.

V. Adjournment

The meeting adjourned at 5:36 PM.

Submitted by:

Yufeng Lu, Secretary of the Senate

Appendix

Revisions and additions to the Minutes of the July Special Meeting of the 2020- 2021 University Senate.

the Minutes of the July Special Meeting of the 2020- 2021 University Senate