



Eighth Regular Meeting
2021-2022 Bradley University Senate
3:10 p.m., Thursday, May 4, 2022
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.

I. Call to Order

II. Announcements

0. The meeting is being recorded.
1. Parliamentarian position open for 2022-23 academic year, please forward names of interested parties to Teresa Drake

III. Approval of the Minutes of the Seventh Regular Meeting of the 2021-2022 University Senate, April 21, 2022

See attached Minutes

IV. Report from the Student Body President

V. Reports from Committees

A. Curriculum and Regulations

B. Contractual Arrangements – see attached report

C. Elections – see attached report

D. Faculty Grievance – see attached report

E. Sabbatical Leave – see attached report

F. Tenure, Promotion and Dismissal – see attached report

G. University Resources – presented 4/28/22, see attached report summary

VI. Old Business

A. Contractual Arrangements

1. Proposal for Handbook Language clarifying the academic rights of Full-time non-tenure track faculty (attached, p. 20)

VII. New Business

VIII. Reports from Administrators

A. President Standifird

B. Provost and Senior Vice President for Academic Affairs Zakahi

IX. Adjournment



Seventh Regular Meeting
2021-2022 Bradley University Senate
3:10 p.m., Thursday, April 21, 2022
Ballroom A, Michel Student Center



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

The meeting started at 3:11 pm

II. Announcements

0. The meeting is being recorded.
1. Parliamentarian position open for 2022-23 academic year, please forward names of interested parties to Teresa Drake
2. Elections – please notify Teresa Drake of changes in senators following department elections, invite new senators to the Special May meeting
3. University Resources Committee will give their report at an informational session Thursday, April 28, 2022, 3:10pm. The meeting will be delivered via Zoom and will be recorded.
4. University Senate May meeting will be in Marty Theatre.

III. Approval of the Minutes of the Sixth Regular Meeting of the 2021-2022 University Senate, March 24, 2022

See attached Minutes (p.7-18)

Motion to approve the 6th regular meeting minutes

Daniel Moon (motion) , Ahmad Fakheri (2nd)

The motion carries unanimously.

IV. Report from the Student Body President

Introduce the new student body president

David Daye is a junior with double major in political science and organizational communication.

V. Reports from Committees

A. Curriculum and Regulations

1. Curriculum Consent Items

220855	Core Curriculum Addition	CHM OCP 388 Clinical Practicum
221190	Core Curriculum Addition	COM COM 384 Organizational Accidents
220999	Core Curriculum Addition	FCS FCS 337 Clothing and Human Behavior
216186	Core Curriculum Addition	LAS LAS 102 Topic in Interdisciplinary Studies
221024	Core Curriculum Addition	MTG MTG 346 International Marketing
203968	Core Curriculum Addition	WLC WLT 151 French Cinema
220340	Core Curriculum Addition	WLC WLF 351 Cinema Francais

221615	Course Addition	FCS NPL 606 Digital Media Applications for the Nonprofit Leader
221536	Course Addition	ENG ENG 328 Latinx Literature
221253	Course Addition	EHS EHS 309 Experiential Learning in Leadership
221230	Course Addition	CHM CHM 301 Societal Impacts of Chemistry
221100	Course Addition	CHM CHM 400 Chemical Topics
220962	Course Addition	OTD OTD 708 Research Methods
220960	Course Addition	OTD OTD 706 Social Determinants of Health and Wellness
219977	Course Addition	OTD OTD 741 Advanced Occupational Therapy Clinical Reasoning
218925	Course Addition	OTD OTD 695 Assessment and Evaluation
218924	Course Addition	OTD OTD 690 Introduction to Interprofessional Education
218923	Course Addition	OTD OTD 685 Introduction to Occupational Science
218921	Course Addition	OTD OTD 853 Evidence-based Project Implementation
218920	Course Addition	OTD OTD 851 Evidence-based Project Discovery and Design
218919	Course Addition	OTD OTD 841 Management Strategies in OT
218918	Course Addition	OTD OTD 839 Advanced Practice Trends in OT
218917	Course Addition	OTD OTD 831 OT Professional Advocacy
218916	Course Addition	OTD OTD 829 Educational Principles in OT
218915	Course Addition	OTD OTD 821 Practice and Research Ethics
218914	Course Addition	OTD OTD 819 Research Methodology- Qualitative Methods
218913	Course Addition	OTD OTD 811 Research Methodology- Quantitative Methods
218912	Course Addition	OTD OTD 809 Evidence-based Clinical Inquiry in OT
218911	Course Addition	OTD OTD 801 Professional Engagement in OT
218907	Course Addition	OTD OTD 753 Licensure Preparation
218906	Course Addition	OTD OTD 751 Capstone Implementation
218905	Course Addition	OTD OTD 749 Fieldwork Level 2b
218904	Course Addition	OTD OTD 747 Fieldwork Level 2a
218903	Course Addition	OTD OTD 745 Occupational Therapy Clinical Competency

218902	Course Addition	OTD OTD 743 Capstone Development
218900	Course Addition	OTD OTD 739 OT Fieldwork Level 1b
218899	Course Addition	OTD OTD 737 Occupational Engagement for Productive Aging
218893	Course Addition	OTD OTD 735 Occupational Engagement for Assistive Technology
218892	Course Addition	OTD OTD 733 Educational Principles in Rehab
218890	Course Addition	OTD OTD 731 Leadership and Management in Rehab
218889	Course Addition	OTD OTD 729 Occupational Engagement for Children and Youth
218888	Course Addition	OTD OTD 727 OT Research Implementation
218887	Course Addition	OTD OTD 725 Capstone Exploration
218886	Course Addition	OTD OTD 723 Occupational Therapy Practice Trends
218885	Course Addition	OTD OTD 721 Occupational Therapy Fieldwork Level 1a
218884	Course Addition	OTD OTD 719 Occupational Engagement for the Neurologic Population
218883	Course Addition	OTD OTD 717 Occupational Engagement for the Mental Health Population
218881	Course Addition	OTD OTD 715 Occupational Engagement for the Orthopedic Population
218880	Course Addition	OTD OTD 713 Pathophysiology and Occupational Engagement
218879	Course Addition	OTD OTD 711 Occupational Therapy Ethics and Advocacy
218872	Course Addition	OTD OTD 709 Occupational Therapy Evaluation and Assessment
218867	Course Addition	OTD OTD 701 Occupational Therapy Foundations of Practice
218869	Course Addition	OTD OTD 703 Occupational Engagement Principles
218870	Course Addition	OTD OTD 705 Clinical Inquiry for Occupational Therapy Evidence Based Practice
218871	Course Addition	OTD OTD 707 Occupational Engagement for Cognitive Perceptual Conditions
215558	Course Addition	LAS LAS 102 Topics in Interdisciplinary Studies
215162	Course Addition	C E CON 314 Principles of Construction Project Management
215160	Course Addition	C E CON 492 Construction Project Controls
215159	Course Addition	C E CON 388 Contract Administration
215156	Course Addition	C E CON 471 Concrete and Masonry Construction
215155	Course Addition	C E CON 470 Design of Steel and Wood Structures
215111	Course Addition	C E CON 206 Surveying

221317	Course Deletion	FCS FCS 461 Practicum in Dietetics
221316	Course Deletion	FCS FCS 407 Nutrition Assessment
221315	Course Deletion	FCS FCS 309 Investigation of Food Topics
221314	Course Deletion	FCS FCS 307 Life Cycle Nutrition
221313	Course Deletion	FCS FCS 303 Nutrition
221311	Course Deletion	FCS FCS 698 Supervised Practice

221310	Course Deletion	FCS FCS 646 Statistical Methods in Nutrition Wellness
221309	Course Deletion	FCS FCS 642 Research Methods in Nutrition Wellness II
221308	Course Deletion	FCS FCS 616 Applications in Wellness
221307	Course Deletion	FCS FCS 609 Advanced Medical Nutrition Therapy
221306	Course Deletion	FCS FCS 606 Nutrition and Wellness
221305	Course Deletion	FCS FCS 604 Seminar
221109	Course Deletion	FCS FCS 460 Practicum in Family & Consumer Sciences
220580	Course Deletion	FCS FCS 301 Nutrition Today
215053	Course Deletion	C E CON 489 Design of Wood and Masonry Structures
215052	Course Deletion	C E CON 487 Design of Steel and Concrete Structures
215051	Course Deletion	C E CON 395 Construction Claims and Change Orders
205179	Course Deletion	C E CON 380 Construction Contracts

221620	Course Modification	CS CS 593 Agile Software Development
221616	Course Modification	FCS NPL 580 Financial Leadership in Nonprofit Organizations
221617	Course Modification	FCS NPL 581 Topics in Nonprofit Leadership
221618	Course Modification	FCS NPL 582 Grant Writing in Nonprofit Leadership
221619	Course Modification	FCS NPL 583 Supervision and Employee Engagement in Nonprofit Leadership
221621	Course Modification	FCS NPL 605 Legal and Social Change
221622	Course Modification	FCS NPL 610 Survey in Nonprofit Leadership
221623	Course Modification	FCS NPL 612 Strategic Planning in Nonprofit Organizations
221624	Course Modification	FCS NPL 673 Effective Leadership in Nonprofit Organizations
221627	Course Modification	FCS NPL 686 Field Experiences in Administration
221611	Course Modification	FCS FCS 541 Research Methods
221609	Course Modification	ECL ENC 718 The Community College
221607	Course Modification	CS CS 493 Agile Software Development
221433	Course Modification	ECL ETE 387 Methods of Teaching K-12 World Languages and Cultures
221417	Course Modification	WLC WLS 330 Hispanic Cultural History
221401	Course Modification	CHM CHM 500 Chemical Topics
221312	Course Modification	FCS FCS 408 Management in Food Service
221099	Course Modification	SEI SEI 330 Intellectual Capital Management
220581	Course Modification	FCS FCS 405 Food Service Systems
218787	Course Modification	ENG ENG 540 Genres
215158	Course Modification	C E CON 372 Construction Methods Improvements
215157	Course Modification	C E CON 320 Soil Mechanics
215054	Course Modification	C E CON 326 Construction Estimating
204173	Course Modification	C E CON 493 Senior Project Planning

**Motion to approve Course Additions, Deletions, and Modifications
Eden Blair (motion) , Burl George (2nd)
The motion carries unanimously.**

2. Curriculum Items requiring a motion

221432	Major Addition	ECL French Education
221293	Major Addition	ECL Spanish Education
219246	Major Addition	ETL Cybersecurity

221332	Major Modification	FCS Hospitality Management
221110	Major Modification	FCS Family Life Science
220984	Major Modification	WLC Spanish
220577	Major Modification	FCS Nutrition & Dietetics
215788	Major Modification	IME Industrial Engineering

215110	Minor Addition	C E Construction Management Minor for other Majors

221300	Minor Modification	WLC Spanish

223269	Program Addition	CS MS in Computer Science
218910	Program Addition	OTD Post-Professional DrOT
218866	Program Addition	OTD Entry-level OTD

221612	Program Modification	FCS Master of Arts in Nonprofit Leadership

221304	Program Deletion	FCS Dietetic Internship-Master of Science Program

215805	Concentration Modification	IME Supply Chain Analytics

Motion to approve Major, Program and Concentration (Addition, Modification and Deletion)

Twila Lukowiak (motion) , Daniel Moon (2nd)

The motion carries unanimously.

B. Academic Regulations and Degree Requirements

1. Honorary degree approved (attached, p. 19)

C. Contractual Arrangements

1. Proposal for Handbook Language clarifying the academic rights of Full-time non-tenure track faculty (attached, p. 20)

Motion to approve the handbook change Eden Blair (motion)

Discussion:

Simon Petravic, Wendy Schweigert, Kristic McQuade, Walter , Meg Frazier, Danielle Glassmeyer, Jenny Burge (non-senator, motion moved by Eden Blair and carried unanimously),

Comments:

- (1) Editorial change: Section II.b. 2.D → Section II.b. 2.d (Low case ‘d’ instead)
- (2) Q: There was a comment on the franchise term. Does it have to be done annual or until it is revoked?
A: the committee did not want to be unnecessarily prescript about it and did not want to lead a situation such as it has to be done annual, which ends up with many not actually follow it.
- (3) The first part of paragraph was meant to be curricular development, separating from other types of activities.
- (4) Q: There was a comment on the position list. It does not include positions such as lecture in residence, and visiting faculty.
A: It is just for the context. There is some consistence with other parts of handbook. It needs to be looked into by the handbook rewrite committee. Here it is mainly about the right of full-time non-tenure track faculty to participate the service.

Additional comments: include executive director of library, library tenure and non-tenured faculty in the list; provide rights to contingent positions.

to be voted in next meeting

VI. Old Business

1. Changes to All-University Degree Requirements for the B.S. Degree. (attached, p. 21-27)

Motions:

- (1) allow MTH 109 to be included among the approved courses required to meet the 15 hrs in mathematics, computer science, and natural sciences;
- (2) add ECO 335 to the approved course list;
- (3) change the wording from “QR *and* NS credit” to “QR *or* NS credit”

Motion to separate the three items above for individual approval.

Eden Blair (motion) , Daniel Moon(2nd)

The motion carries unanimously.

Motion to approve (3) : change the wording from “QR *and* NS credit” to “QR *or* NS credit”

Ahmad Fakheri (motion) , Burl George (2nd)

The motion carries unanimously.

Motion to approve (2) : add ECO 335 to the approved course list
Ahmad Fakheri (motion) , Simon Petravac (2nd)
The motion carries unanimously.

Motion to refer (1) allow MTH 109 to be included among the approved courses required to meet the 15 hrs in mathematics, computer science, and natural sciences; back to the C&R committee
Daniel Moon (motion), Megan Rimmel(2nd)
The motion carries unanimously.

2. Add a Shared Governance Committee as a standing senate committee. (see attached, p.28)

Motion to approve shared governance committee with amended language:
Ahmad Fakheri (motion), Adolfo Cisneros (2nd)
The motion carries with a majority vote.

VII. New Business

Motion: revisit university mission statement to include personnel such as faculty and staff; Burl George (motion), Ahmad Fakheri (2nd)

Discussion:

President Standifird, Eden Blair, Daniel Glassmeyer participated the discussion.

Summary: The current mission (passed during the pandemic) did not open up the discussion. The process of changing mission statement is more complicated. It has to involve board of trustees, not just senate. It is also related to HLC accreditation.

Motion to refer the matter to the senate executive committee
Daniel Glassmeyer (motion), Ahmad Fakheri(2nd)
The motion carries with a majority vote.

VIII. Reports from Administrators

A. President Standifird

- (1) Bradley had ransom ware tabletop exercise a day right after the Lincoln college closing in part their IT system has been down for 3 months. Ransom ware attack to universities have been increasing with a crazy rate. Our IT system can catch and quarantine them as quick as possible. Bradley IT security is close to the best in class. A big shout to David Scuffham from IT.
- (2) A brief update on BOLD events
- (3) Senator Durbin on campus on Tuesday to announce he helped to secure %850,000 for the nursing lab. It has a link to connect the lab to area schools. A big shout out to Jessica Clark.
- (4) Present U.S. representative Cheri Bustos with an Honorary doctorate of humane letters for her tireless work enhancing our region and her support of Bradley. It is

- also a part to celebrate the 15th anniversary of the institute for Principled Leadership in Public Service at Bradley. She also played a critical role to secure Federal dollars for \$2.8M VR training grant (collaboration with Dayton).
- (5) Announce additional time off for staff (a series of 6 days)

Q&A session with President Standifird:

Kristi McQuade

Q: There was a question on the procedure of awarding honorary degree?

A: There are steps and procedures available on Bradley website. There was a Honorary degree committee existed, but no longer exists. We formed a similar committee to complete those steps to approve the Honorary degree. A proposition to call for Honorary degree nomination.

B. Provost and Senior Vice President for Academic Affairs Zakahi

- (1) Go to Bradley website and find more information about Honorary degree approving process. The work of Honorary degree committee was shifted to ARDR committee. Andy Kindler is the Interim Chair for the committee
- (2) First day complete program: The Provost visited all colleges and met department chairs and student government. All colleges support the idea to make sure all students have resources they need on the first day class. However, among college groups, 4 out of 5 are a little bit negative than neutral. Student body representatives unanimously say NO to the first day complete program. The provost will bring a group during the summer to see if there is other way to support the idea or use a different/alternative approach.

Q&A session:

Meg Frazier and Megan Rimmel participated in the discussion:

- (1) Open educational resources(OER) through library supports students' learning
- (2) If we approve the first day complete program, senior leadership team and trustee (tuition ramification for this) would be involved.
- (3) Q: Concern on student academic performance. Is the turning point program ready for many academic probations in the Fall?
A: It is a fair warning.

IX. Adjournment

The meeting adjourned at 4 PM.

Prepared by Yufeng Lu, Senate Secretary

UNIVERSITY SENATE MEETING SIGN IN SHEET – SENATORS

Meeting Date:

4/21/22

Name		Name	
Arquette, Cecile		Kimberlin, Kevin	<i>KKK</i>
Ball, Justin	<i>[Signature]</i>	Kindler, Andy	<i>[Signature]</i>
Blair, Eden	<i>[Signature]</i>	Liu, Jiangbo	
Borton, Rachel	<i>[Signature]</i>	Lu, Yufeng	<i>[Signature]</i>
Brown, Mark		Lukowiak, Twila	<i>[Signature]</i>
Burroughs, Meghan		Marsh, Christopher	
Carty, Tom	<i>TEC</i>	Matisa, Daniel	
Cavanah, Scott	<i>[Signature]</i>	McAsey, Mike	<i>mm.</i>
Cisneros, Adolfo	<i>ADC</i>	McQuade, Kristi	<i>[Signature]</i>
Clark, Jessica		Miller, Johanna	
Corbet, Colin		Moon, Daniel	<i>[Signature]</i>
Cox, Sheryl		Morris, Marty	<i>MM</i>
Davison-Aviles, Robert		Mou, Libin	<i>[Signature]</i>
Dominguese, David	<i>[Signature]</i>	Muncy, Jim	
Drake, Teresa	<i>[Signature]</i>	Nair, Kalyani	
Dzapo, Kyle	<i>KD [Signature]</i>	John Nielsen	<i>[Signature]</i>
Erickson, Deborah		Palakeel, Thomas	<i>[Signature]</i>
Fakheri, Ahmad	<i>[Signature]</i>	Petravick, Simon	<i>[Signature]</i>
Frazier, Meg	<i>MMF</i>	Portocarrero, Melvy	<i>MPF</i>
Funkhouser, Bill		Rommel, Megan	<i>[Signature]</i>
Genovese, Erin		Schnupf, Udo	<i>[Signature]</i>
George, Burl	<i>B.G.</i>	Schweigert, Wendy	<i>[Signature]</i>
Getz, Dan	<i>D.G.</i>	Spires, Todd	
Gillespie, Oscar		Standifird, Stephen	<i>SS</i>
Glassmeyer, Danielle	<i>[Signature]</i>	Stern, Travis	
Gorman, Zach	<i>[Signature]</i>	Stover, Naomi	<i>NS</i>
Grandstaff, Jaime	<i>[Signature]</i>	Thomas, Nathan	<i>[Signature]</i>
Gribb, Molly		Wiley, Brent	<i>[Signature]</i>
Grugan, Amy	<i>[Signature]</i>	Williams, Chris	<i>[Signature]</i>
Hamm, Ethan	<i>[Signature]</i>	Yoo, JungWoon	<i>[Signature]</i>
Hogan, Jackie	<i>[Signature]</i>	Esken, Candace	<i>[Signature]</i>
Huberman, Jeffrey		W Zakah	<i>[Signature]</i>
Kelly, Joe		Sherril Mon	<i>[Signature]</i>

To: Teresa Drake, President of the University Senate
From: Committee on Contractual Arrangements
Kristi McQuade, Chair; Dayna Fico; Elena Gabor;
Dennis Koch; Tanya Marcum (Fall '21); Tyler Smith (Spring '22); Anna Ullmann
Re: Annual Report (2021-22 academic year)
Date: April 26, 2022

The following activities were performed by the Committee during this past academic year.

- 1. Review and Revise Consensual Relationships Policy – Complete**
The Committee was tasked in 2018-19 with the reviewing and revising the University's interim policy on consensual relationships. Our committee's final draft was reviewed by Human Resources and the Senior Leadership Team in Spring 2022, and the policy was adopted after minor revisions.
The policy can be found on the Human Resources website (www.bradley.edu/offices/general-counsel/resources/university-policies/consensual-relationship/). A proposal to modify the Faculty Handbook to refer to this policy has been submitted to Senate Executive Committee for consideration for August 2022.
- 2. Review and Revise Full-time, Non-tenure Track Faculty Service Policy – Near Complete**
The Committee was tasked in 2018-19 with reviewing the Faculty Handbook for policies related to service by non-tenure track faculty and found none. The committee presented a proposal to Senate in April 2019, but the issue was sent back to committee for additional review. A revised proposal was presented in the April 2022 Senate meeting, and is up for vote in the May 2022 meeting.
- 3. Consider Whether Current Tuition Remission Policies are Fair and Equitable – In Progress**
The Committee was tasked in 2021-22 with evaluating whether the current policy on the tuition remission benefit is fair and equitable. We have initiated discussions and are planning to collect data on similar policies at peer institutions.
- 4. Develop Handbook Language Regarding Chair Compensation - New Assignment**
The Faculty Handbook currently has no language regarding extra compensation for chairs. The Committee was tasked in 20-21 with consulting with the appropriate parties to establish a proposal to add appropriate language to the Handbook, but we have not had time to tackle this issue.

The Committee on Contractual Arrangements (from p 25-26 the Faculty Handbook, Rev 2.16)

1. The functions of the Committee on Contractual Arrangements shall be:
 - a. To work with and act in advisory capacity to the Administration in establishing the best possible contractual arrangements for faculty and administrators;
 - b. To act as a vehicle for communication between the Administration and the faculty and administrators. The Committee shall receive, review and make recommendations concerning all changes proposed in contractual arrangements for faculty and administrators. It shall gather information from within and outside the University. It shall consult with and discuss its findings with faculty, administrators, and Administration;
 - c. To be responsible for recommending to the Senate changes in those parts of the Faculty Handbook which are related to contractual agreements. It shall receive, review and make recommendations regarding all contractual changes proposed for these sections of the Faculty Handbook. These changes in the Faculty Handbook shall be approved by Senate, the President of the University, and if necessary, by the Board of Trustees.
2. The Committee shall be composed of five members. The University Senate shall elect four members, one from the administrators and three from the fulltime faculty. The Executive Committee of the Senate shall appoint the fifth member, who shall be chosen from among those who have training and expertise in areas relevant to the Committee. This appointment is subject to Senate approval. At least one member must be a member of the University Senate, but the other four need not be Senate members. Committee members shall serve for staggered three-year terms which begin at the start of the Fall semester. The committee shall elect a chairperson and secretary at its first meeting in the Fall semester.

Senate Elections Committee
Annual Report – Academic Year 2021-2022

25 April 2022

To: Teresa Drake, President, University Senate
From: Tom Carty (chair), Teresa Drake, Eden Blair, Brent Wiley
Re: Annual Report for the Elections Committee

Dear Professor Drake,

During the 2020–2021 Academic Year, the Senate Elections Committee held elections. Election results are in the attached supporting document. Some of these are still on-going and we will submit an updated annual report when completed.

Sincerely,

Tom Carty, chair of the Senate Elections Committee

Senate Elections Committee
Election Results – Academic Year 2021-2022

1. **associate provost search committee**

- Dan Matisa (CFA)
- Eden Blair (FCB)
- Todd Spires (LIB)
- Amanda Scott (EHS)
- Jennifer Jost (LAS)
- Kelly Roos (CCET)

2. **contractual arrangements committee**

- *election ongoing*

3. **faculty grievance committee**

- *election ongoing*

4. **tenure, promotion, and dismissal committee**

- *election ongoing*



Teresa Drake <tdrake@fsmail.bradley.edu>

faculty grievance committee report

Alexander Hertich <ahertich@fsmail.bradley.edu>

Thu, Apr 28, 2022 at 2:22 PM

To: Teresa Drake <tdrake@fsmail.bradley.edu>

Cc: Kristi McQuade <mcquade@fsmail.bradley.edu>, Kevin Kimberlin <slimelog@fsmail.bradley.edu>, Carmen Keist <ckeist@fsmail.bradley.edu>, Elena Gabor <egabor@fsmail.bradley.edu>

28 April, 2022

Dear University Senate President:

One matter was brought to the attention of the Faculty Grievance Committee in January 2022. After consulting with the individual, the Senate President, and the Faculty Ombuds, the Committee recommended that the individual first consult the Faculty Ombuds. The Ombuds is currently reviewing the matter.

Respectfully submitted,

Alexander Hertich,
Chair, Faculty Grievance Committee

Alexander Hertich, Ph.D.
Professor of French and Chair,
World Languages and Cultures
Bradley University
Peoria, IL 61625
309.677.3495



Teresa Drake <tdrake@fsmail.bradley.edu>

AY 2021-2022 Senate Committee Reports

Tony Adams <tadams@fsmail.bradley.edu>
To: Teresa Drake <tdrake@fsmail.bradley.edu>

Mon, Apr 25, 2022 at 3:26 PM

Hi Teresa,

The University Sabbatical Leave Committee received 22 sabbatical applications for the 2022-23 academic year. We submitted our recommendations to Provost Zakahi on November 18, 2021. We meet again in Fall 2022 to review sabbatical applications for the 2023-24 academic year.

Thank you,
Tony

Tony E. Adams, Ph.D.
Caterpillar Professor and Chairperson
Department of Communication
Bradley University
[1501 W. Bradley Ave.](#), CGCC 300
Peoria, Illinois 61625

[Quoted text hidden]



Teresa Drake <tdrake@fsmail.bradley.edu>

Senate Report

Jennifer Jost <jjost@fsmail.bradley.edu>
To: Teresa Drake <tdrake@fsmail.bradley.edu>

Tue, Apr 26, 2022 at 3:47 PM

Hi Teresa,

I am sending you the most current version of our recommendations to share with Senate Exec. We did make additional changes in the last section - often changing decision and recommendation to verification. This stronger language suggests that the chair, dean, and provost are not rendering a decision, but rather verifying the faculty member meets the eligibility criteria.

I would also like to submit an annual report for the University TPD Committee.

- We met throughout the semester to propose revised handbook language pertaining to the granting of a one-year extension to the probationary period.
- We used the Faculty Gender Equity report from 2018 to help us identify areas of concern to target for revision
- We recently shared our complete draft with the Senate Executive Committee, and we aim to formally propose these changes early in the Fall 2023 semester.

If you need any more information, please let me know.

Thank you for your time,

Jen

Jennifer A. Jost, Ph.D.
Associate Chair and Associate Professor
Biology Department
Bradley University
[1501 W. Bradley Ave](https://www.bradley.edu/1501-W-Bradley-Ave)
[Peoria, IL 61625](https://www.bradley.edu/Peoria-IL-61625)
Phone: 309.677.3013
Fax: 309.677.3558
Office: Olin Hall, Room 113



Policy for Extending the Probationary Period - Updated 04-26-2022.pdf

405K

Report of the University Resources Committee

April 28, 2022

Based on our analysis of the University's financial performance, the University Resources committee recommends the following:

1. *The URC recommends that the University engage in a systematic analysis of its practices as regards discounting and tuition allowances. The best way to focus attention on the proper metrics is to hold the Admissions Office and Financial Aid office jointly accountable for securing the budgeted Tuition Revenue on an annual basis. Under the current system, Admissions is accountable for securing a desired number of incoming first-year students. This is supported by the Financial Aid office, but neither group is accountable (at the present time) for the overall budgeted Tuition Revenue. This amount needs to be clarified by a robust and transparent budget process, but once established, accountability for achieving the budgeted amount needs to be clear.*
2. *The URC recommends the Retention Task Force develop a series of programs or actions to address the retention rate. In making those recommendations, the Task Force should identify major causes of retention loss and focus efforts on major causes. There is a need to develop predictive models and leading indicators to identify potential retention issues early in the academic year to enable early intervention.*
3. *The URC recommends that the University establish clear, measurable objectives for Annual Giving and for Total Giving. The objectives should be structured to move the University from the trend of long-term decline in giving to positive growth in fund development, providing the University with necessary funds for operations as well as for major programs. Accountability for meeting these objectives should be assigned to the Advancement and Development offices.*
4. *The URC recommends that the University properly implement the Incentive Based Budgeting process to create a transparent, comprehensive, and clear process for establishing annual expense budgets for academic and administrative units. Budgets need to be established (in light of the overall Vision and Strategy for the University), and understood by all persons with oversight responsibility. Once established academic and administrative units must be held to the budgeted expenses in order to drive fiscal discipline into all of the key organizational elements and persons in the University. Expense management must be balanced across the University*
5. *The URC recommends that the University engage in a process and decide what Bradley University must become in the future to meet the needs of the targeted learners.*
 - *Residential versus Online*
 - *Teaching versus Comprehensive/Research*
 - *Programs and Services*
 - *Student Experience*
 - *Values and Culture**These must be clearly communicated both internally and externally.*

