



First Regular Meeting  
2022-2023 Bradley University Senate  
3:10 p.m., Thursday, September 15, 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.

### **III. Approval of the Minutes of the Eighth Regular Meeting of the 2021-2022 University Senate, May 4, 2022 and Minutes of the Special Meeting of the 2022-23 University Senate**

See attached Minutes (p.3-12)

### **IV. Report from the Student Body President**

### **V. Reports from Administrators**

#### **A. President Standifird**

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

**VI. Report from Vice President of Enrollment Management**

**VI. Old Business**

**VII. New Business**

**VIII. Adjournment**



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

## 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

The meeting started at 3:10 pm

#### II. Announcements

0. The meeting is being recorded. Thank you Kevin Wahl and IT support team.
1. Parliamentarian position open for 2022-23 academic year, please forward names of interested parties to Teresa Drake
2. Sign in for this meeting, and special meeting separately

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

See attached Minutes

Amendment to the minutes from Senator Danielle Glassmeyer:  
under Contractual Arrangements motion discussion:

~~provide rights to contingent positions.~~ **caution that in extending rights to contingent faculty we should be careful not to allow mission creep that could result in these contingent faculty members (affiliates and in residence) being required to take on extra service work.**

**Motion to approve the 7th regular meeting minutes with the amended language above  
Wendy Schweigert (motion) , Ahmad Fakheri (2<sup>nd</sup>)  
The motion carries unanimously.**

**IV. Report from the Student Body President David Daye**  
None

**V. Reports from Committees**

**A. Curriculum and Regulations**

**1. Curriculum Consent Items**

221679	Course Modification	PSY PSY 206	Research Methods in Psychology
221610	Course Modification	PSY PSY 205	Quantitative Methods

**Motion to approve Course Modifications**  
**Danielle Glassmeyer (motion)**  
The motion carries unanimously.

- B. Contractual Arrangements**
- C. Elections**
- D. Faculty Grievance**
- E. Sabbatical Leave**
- F. Tenure, Promotion and Dismissal**
- G. University Resources**
- H. Academic Review Board**

No discussion for above items B – H.

**VI. Old Business**

**A. Contractual Arrangements**

1. **Motion:** add Handbook Language clarifying the academic rights of Full-time non-tenure track faculty

Sometime around the Fall 2018 semester, the Committee on Contractual Arrangements received the following charge:  
*On behalf of the Executive Committee of the Senate, I request that you make a recommendation to the Senate regarding the academic rights of non-tenured or non-tenure track faculty. They normally do not participate in the tenure and promotion deliberations, and do not vote on the chair election. What rights they are extended to seems to vary across the campus, for example do they have the right to attend faculty meetings and/or vote on academic matters?*

In response to this charge, the Committee carefully reviewed the Faculty Handbook for any language relevant to the rights of full-time non-tenure track faculty, and found such language to be largely absent. The committee therefore collaborated to draft a proposal to modify the Faculty Handbook to clarify the rights and responsibilities of full-time non-tenure track faculty, and this proposal was presented to the University Senate in March of 2019. The proposal

generated considerable debate on the Senate floor, and the issue was sent back to the committee for further consideration.

The Committee’s progress on revising the proposal was delayed by other pressing issues as well as the COVID-19 pandemic, but we now submit a new proposal to the senate that, we hope, eliminates the concerns expressed in March 2019.

<u>CURRENT HANDBOOK LANGUAGE</u>	<u>PROPOSED CHANGE</u>
<p>p. 40 - Revision 2.35 January 31, 2022  <b>b. Full-time and part-time positions not eligible for tenure, consisting of the following ranks:</b></p> <p>Instructor In-Residence  Assistant Professor In-Residence  Associate Professor In-Residence  Professor In-Residence  Distinguished Professor In-Residence</p>	<p><b>b. Full-time and part-time positions not eligible for tenure, consisting of the following ranks (removed for editorial reasons):</b></p> <p>The workload for non-tenure track faculty, including teaching, scholarship/creative production, and service, should be the result of a mutual agreement between the faculty member, Department Chair, and College Dean or, for library faculty, between the faculty member and the Executive Director of the Library (see Section II.B.2.d).</p> <p>Full-time non-tenure track faculty are expected to deliver quality instruction, and as such, have the right to participate in curricular development if they so wish.</p> <p>If enfranchised by 2/3 of their department’s tenure-track and tenured faculty, a full-time non-tenure track faculty member who agrees to be enfranchised may also participate in other departmental shared governance proceedings (see Section III.A.3). The nature and duration of the enfranchisement are determined by the faculty member and the department. Full-time non-tenure track faculty cannot evaluate, nominate, or vote for the tenure or promotion of tenure-track and tenured faculty.</p> <p>Full-time non-tenure track faculty can be granted permission by the Dean of their college to participate in shared governance at the college level.</p> <p>Full-time non-tenure track faculty are eligible for membership in the University Senate (see I. E. Article II) and can be granted permission by the Senate Executive Committee to participate in other forms of shared governance at the University level.</p> <p>Full time non-tenure-track faculty shall not be compelled to engage in the aforementioned service and governance activities as a condition of their employment, unless explicitly specified in their contracts; nor shall they be negatively evaluated or otherwise penalized for electing not to engage in such service and governance activities.</p> <p>1) In-Residence Appointments  Instructor In-Residence  Assistant Professor In-Residence  Associate Professor In-Residence  Professor In-Residence  Distinguished Professor In-Residence</p>

Discussion:

Amend the handbook language with an added paragraph (see above in BLUE)  
Danielle Glassmeyer (motion to amend), Twila Lukowiak (2<sup>nd</sup>)  
The amendment carries unanimously.

The motion carries unanimously.

## **VII. New Business**

### **1. Progress report from Associated Provost Search Committee:**

Eden Blair, as a member of the Associated Provost search committee, reported that the committee convened the first meeting on May 1<sup>st</sup>. It is not realistic to complete the whole process in two weeks (by the end of semester). The interim position of associate provost has been for 4 years. It is not good to complete the search in next year. The committee will take applications till May 31<sup>st</sup>, finish interview by June 15<sup>th</sup>, so that the candidate will take the position by July 1<sup>st</sup>.

### **2. Resolution**

Kristi McQuade: based on the URC report, some faculty members came together and made the resolution as follows:

Whereas, the URC report presented on April 28, 2022 showed that Bradley's total undergraduate enrollment has been decreasing steadily since 2005, while 4-year not-for-profit universities across the country as well as Illinois universities (both private and public) have experienced significant increases in enrollment over this time period; And, whereas, the URC report indicates that Bradley's tuition rank among regional private Midwest universities (19th) is wholly inconsistent with its reputation rank (2nd in US News & World Report),

Be it resolved that

1. The Vice President of Enrollment Management shall prepare a detailed report that responds to the April 2022 URC report and shall present this report to Senate Exec and the URC no later than August 15, 2022, and to the full Senate at the 1st Regular Meeting of the 2022-2023 Senate in September 2022. This report shall include but shall not be limited to the following information:

- A detailed analysis that provides justification for why Bradley's enrollment trends have been opposite of similar schools nationally and in Illinois; this is a 20-year long trend, and the requested report shall include long-term as well as short-term analysis.
- A detailed explanation of the recruitment strategies and tactics that have been implemented to reverse the declining enrollment and a nuanced analysis of the

effectiveness of these strategies and tactics, as correlated with applications, admissions, acceptances, and yield.

- A detailed analysis of the ways in which Admissions and Financial Aid craft strategy around discount rates and why the result has been a decline in net tuition revenues since 2014
- A critical analysis that examines why the admission rate has been increasing (to over 75% of applicants) while the yield has been decreasing, even with increased discount rate and that outlines what strategies will be followed to decrease the admission rate and increase the yield (in other words to enhance Bradley's abilities to be more selective).

2. Senate Exec shall task the Admissions and Retention Committee with conducting a detailed review and evaluation of the April 2022 URC report and the response/report from the Vice President of Enrollment Management and with reporting their analysis and evaluation to the full Senate no later than the 3rd regular meeting of the Senate for the AY 2022-23 session.

Motion to approve the resolution:

Kristi McQuade (motion), Twila Lukowiak (2<sup>nd</sup>)

The motion carries unanimously.

## **VIII. Reports from Administrators**

### **A. President Standifird**

1. Two Commencements: one for undergraduate at Civic Center, another for graduate at Renaissance Coliseum.
2. Trustee Meeting on May 15<sup>th</sup> 2022:
  - (1) Report a preliminary budget for next year; then finalize the budget in September.
  - (2) Justin Ball and Warren Anderson (VP DEI) will report on some changes on how to recruit students and the process of recruiting students
3. Wrapping up the BRADLEY BOLD presentation tour about what's going on campus.
4. National Pan-Hellenic Council (NPHC) and Multicultural Greek Organizations (MGO) Plot Dedication in the Alumni Quad.  
A big shout out to Nathan Thomas, his team and our facility team.

### **Q&A session with President Standifird:**

Udo Schnupf, Simon Petravic, Ahmad Fakheri and a few others participated the Q&A session with President Standifird.

Q: There was discussion on position cut and its service impact.

A: The university will have to look into those data. Advancement was used as an example. A position cut in Chicago area causes a significant drop of fundraising in that area. Think about "return on investment". It may incur additional cost annually. But it will have a positive impact on financial side. Another example is debt restructure.

Q: What will be enrollment goal for colleges?

A: Under incentive-based budget model, colleges will have conversation collectively and partnership with admission.

Q: What's the financial number spent on the academic side, and the administrator side?

A: It is difficult to get our head around the data. We need to look into with more detail.

Q: Ask about the role of Direct of Campus Culture and Climate?

A: Dr. Anderson will come in and talk about their activities. Bradley is working on inclusive excellence as campus wide endeavor.

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

1. Supporting cost committee: Aaron Buchco, D. Michael, Jessica Clark, and Nathan Thomas. The committee reviews all funding requests from non-academic side (cost centers).
2. Academic support for students

Thanks and appreciation to Nathan Thomas, Anne Hollis, Greg Haines for their support to our students.

3. In 2017, Bradley expended academic success center and added Navigate for early invention, evidence-based support through tutoring, math success center, success workshop etc. Delivered 900 supplemental instruction contact hours in last year. 150 drop-in tutoring hours per week, 6 days per week, covering 36 courses by 50 tutors; 647 appointments for advising and coaching.

In 2021, Jobie Skaggs led a working group and offered B-Prep program for the first-year students at no cost to students. It includes college writing, science for STEM and non-STEM majors, math strategy for college success; It will continue in this summer with face-to-face.

Challenge: Students are often not to accept the support service, unless faculty members provide some level of accountability to students. Simple like: "How was your tutoring session today?". Persistent in encouraging students to go and use these supportive service we have.

### **Q&A session:**

Danielle Glassmeyer, Wendy Schweigert, Kalyani Nair, Nathan Thomas participated the discussion session.

Q: Questions on the face-to-face B-prep program this year, and faculty's awareness on these serve.

A: B-prep offers on-campus housing and food and gets students comfortable with campus and community. An information handout will be made available to faculty.



Q: What's different between Retention task force and retention committee?

A: The task force works on the policy related to retention, and work with the senate and the retention committee on the retention effort.

**BRADLEY UNIVERSITY  
SENATE RESOLUTION**

***Dr. Michael McAsey***

*WHEREAS, Dr. Michael McAsey has announced his retirement after 44 years of service to Bradley University; and*

*WHEREAS, during those 44 years he has provided the highest quality service to the Bradley University Senate and the Bradley University shared governance model; and*

*WHEREAS, that service has included service on multiple ad hoc Senate level committees, a term of service on the Faculty Grievance Committee, three terms of service on the University Tenure, Promotion, and Dismissal Committee, a term of service on University Resource Committee, two terms of service on the University Strategic Planning Committee, multiple terms of service on the University Curriculum and Regulations Committee, and multiple terms of service on the Subcommittee on Curriculum including eight years of service as the Chair of said subcommittee; and*

*WHEREAS, Dr. Michael McAsey's service has included six years of service on the University Senate Executive Committee, a term of service as Vice President of the University Senate, and a term of service as the President of the University Senate, and*

*WHEREAS, most recently, and until this present moment, Dr. Michael McAsey has served diligently, and with distinction, fourteen years as the University Senate Parliamentarian; and*

*WHEREAS, in the role of Parliamentarian he has provided this body with careful, detailed (but polite), reminders of the minutia in, and arcana of, Roberts Rules and assisted seven Presidents of this body in adhering to the appropriate Parliamentary procedures when conducting the business of this body; and*

*WHEREAS, as Parliamentarian he has served as a source of institutional knowledge for this Senate, six Presidents of this Senate, and four Bradley University Presidents;*

*Be it resolved that we, this University Senate, on this fourth day of the month of May, in the year of 2022, thank you, Dr. Michael McAsey, for your service to this and past Senates and to Bradley University as a whole;*

*And, furthermore, be it resolved that we congratulate you on those many years of service and proclaim our best wishes for you as you begin your retirement.*

Teresa Drake (motion), Eden Blair (2<sup>nd</sup>)  
The resolution carries unanimously.

### **IX. Adjournment**

The meeting adjourned at 4:03 PM.



Special Meeting  
2022-2023 Bradley University Senate  
Upon completion of the Eighth Regular Meeting  
of the 2021-2022 Bradley University Senate  
Thursday May 4, 2022  
Marty Theatre

## 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

The meeting started at 4:03 PM right after the 8<sup>th</sup> regular senate meeting of AY2021-2022.

#### 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. Election of 2022-2023 Bradley University Senate Executive Committee.**  
Senate Elections Committee Chair Tom Carty Presiding

**Senate President:**

Teresa Drake

The motion carries unanimously.

**Senate Vice President:**

Travis Stern

The motion carries unanimously.

**Senate Secretary**

Eden Blair

The motion carries unanimously.

**Senate Executive Committee At-large members (2)**

Kristi McQuade , Kalyani Nair

The motions carry unanimously.

**VI. Adjournment**

The meeting adjourned at 4:13 PM.