



First Regular Meeting  
2024-2025 Bradley University Senate  
3:10 p.m., Thursday September 19, 2024  
Michel Student Center - Ballroom



## 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 and livestreamed. Thank you, IT! How to use microphones
  1. Small adjustments to the agenda:
  2. Handbook now available. Editorial change. P24 “(Revised on November 15, 2018)” will be removed in subsequent editions. It’s an editorial change that doesn’t necessitate republishing the whole handbook.
  3. Senate Canvas site has the most accurate information on committee memberships.

### III. Approval of Minutes – Please see attached minutes

#### A. Approval of the Minutes of the May Regular Meeting of the 2023-2024 University Senate, May 1 2024.

President Stern called for a motion to approve the minutes.

Teresa Drake motioned.

Karl Jung seconded the motion.

The motion was unanimously approved by voice vote.

**B. Approval of the Minutes of the May Special Meeting of the 2024-2025 University Senate, May 1, 2024.**

President Stern called for a motion to approve the minutes.  
Teresa Drake motioned.  
Karl Jung seconded the motion.  
The motion was unanimously approved by voice vote.

**C. Approval of the Minutes of the August Special Meeting of the 2024-2025 University Senate, August 17, 2024.**

President Stern called for a motion to approve the minutes.  
Teresa Drake motioned.  
Karl Jung seconded the motion.  
The motion was unanimously approved by voice vote.

**IV. Report from Student Body President ~~Adalia Yeung~~ Sarrah Denton filling in**

Sarrah is a political science major with dual minors in leadership studies and women and gender studies. Sarrah reported that the Student Senate has reached over half capacity and recently completed freshman elections. They filled positions for EHS and LAS.

The Student Senate still needs to find CFA, BUS, and EGT representatives. Sarrah asks the members of the University Senate to contact the Deans of these colleges with recommendations to fill these positions.

The Student Senate has been working on several projects:

- Placing feminine products and corresponding QR codes in bathrooms across campus.
- Making FIN 220 Personal Finance a requirement for all students.
- Working to add a Green-Life Ad Hoc Committee to Student Senate.
- This coming Monday September 23<sup>rd</sup> 5-6pm in Garrett Center where they will discuss the new Williams Dining expansion.
- They just started live streaming Student Senate meetings.

Thank you for giving the Student Senate a platform to speak and participate.

**V. Reports from Committees**

**A. Curriculum and Regulations**

**1. Curriculum Consent Items**

**● Course Additions**

250293 MUS 205 Production Practicum 1.0  
*Provides all Bradley students with hands-on experience to carry production tasks at official Bradley music events.*

251780 COM 475 Immersive Media Production 3.0

*The immersive Media Production course will introduce students to virtual reality experimental/video art experiences.*

249577 SEI 430 Intellectual Capital Management & Innovation 3.0  
249606 SEI SEI 530 Intellectual Capital Management & Innovation

All Course Additions were approved unanimously by C&R 9/10/24

- **Course Modifications**

252556 HIS 329 Modern Germany 1870-Present 3.0  
*Changing course description.*

253657 HIS 382 European Women, Gender, and Sexuality Since 1600 3.0  
*Changing course description.*

252558 HIS 342 Europe, 1789-1914 3.0  
*Changing course description.*

252559 HIS 340 Europe Since 1914 3.0  
*Changing course description*

252239 NUR NUR 679 Primary Care Immersion IV  
*Course requires the Skills assessment/bootcamp as a prerequisite*

All Course Modifications were approved unanimously by C&R 9/10/24

## **2. Curriculum Items Requiring a Motion**

- **Concentration Modifications**

251186 MUS Bachelor of Music in Performance, Piano concentration  
251187 MUS Bachelor of Music in Performance, Voice Concentration  
251188 Bachelor of Music in Performance, Orchestra/Band Instruments  
Concentration  
*Lowering the number of required applied music hours from 20 to 16. The new 16-hour requirement is two credit lessons for eight semesters.*

All Concentration Modifications were approved unanimously by C&R 9/10/24

Wendy Schweigert moves to approve course modifications as listed.  
Unanimously approved via voice vote.

- **Program Modification**

252226 NUR Family Nurse Practitioner (FNP-C)  
252229 NUR Family Nurse Practitioner (RN-MSN FNP)  
252235 NUR Family Nurse Practitioner (DNP-FNP)  
252237 NUR Family Nurse Practitioner (BN-MSN FNP)  
*Adding a skills assessment/bootcamp requirement that is required for accreditation (see Course Modification item above)*

Program Modifications were all approved unanimously by C&R 9/10/24

Wendy Schweigert moves to approve course modifications as listed.

Discussion:

Colin Corbett: Is the bootcamp a course for credit?

Rachel Borton: No, it's something we're adding due to a change in standards to meet our accreditation requirements.

Unanimously approved via voice vote.

- **Major Addition**  
250275 MUS Digital Music Technology (B.S.)  
*This major uses existing MUS, IM, COM, and CS courses and offers a new path to a practicable degree catering to students interested in Digital Audio Workstations.*

Major Addition was approved unanimously by C&R 9/10/24

Wendy Schweigert moves to approve course modifications as listed.

Unanimously approved via voice vote.

### **Informational: microcredentials**

Wendy Schweigert: C&R came to the consensus that the micro-credential program is not a C&R issue and, therefore, the micro-credentials do not need to go through the C&R process. The micro-credentials do not move the student forward on their progress towards completing a degree at Bradley University.

[Allowing non-senator Dakota Horn to speak (no objection)]

Dakota Horn: These courses have already been approved. The skills that belong within that course are packaged in an attractive way that students can present on their resume.

Danielle Glassmeyer: Will the micro-credentials appear on student's transcripts/record?

Dakota Horn: No.

Colin Corbett: This will be a part of Bradley's public image. Will there be any oversight at all with managing the micro-credentials?

Dakota Horn: These will go through the continuing education committee. There is a representative from each college on the subcommittee so the micro-credentials get reviewed and then the corresponding Deans and Department Chairs are alerted.

Danielle Glassmeyer: Does this cost the students money?

Dakota Horn: No. We already have the infrastructure necessary.

Danielle Glassmeyer: Will any additional revenue be generated from these? Will any money flow to units that create micro-credentials?

Dakota Horn: No.

Vice President Krisi McQuade: As a member of the faculty handbook rewrite committee, (reads from Article I Preamble – University Senate Jurisdiction), doesn't this fall under "similar academic matters"? I'd like more time to think about this topic. We should consider if these certificate approvals should go through Senate and not just a committee of the Senate.

Teresa Drake: Let's add this as an item for the next meeting.

Dakota Horn: If this body would like a more formal presentation, we are happy to provide that.

**B. End of Year Reports from 23-24 attached**

**A. Elections**

**B. Continuing Education**

**C. University Resources Committee**

**C. Confirmation of Committee Memberships** (Coming from Senate Exec, no second required)

**Core Curriculum Committee (confirmation)**

**Jae Chae – CFA**

**Kelly Fogelmark – EHS**

**Anant Daschwal – LAS**

**Student – Kacy Hendricks**

**Provost Appointments**

**Dakota Horn - CFA**

**Christina Norton - Library**

**Trish Dalquist – LAS**

President Stern moved to confirm nominees to the Core Curriculum Committee.

Unanimously approved via voice vote.

**Core Practices Committee (confirmation)**

**Raj Iyer – FCB**

**Elena Gabor – CFA**

**Tegan Nusser – EHS**

**Saeed Saboury – CCET**

**Alex Hertich – LAS**

**Provost Appointments**

**Amy Eggert - LAS**

**Jennifer Stubbs - Library**

**Student Affairs Appointments**

**Cara Wood – Student Activities**

**Ethan Hedman – Academic Success**

**David Schwartz – Career Center**

President Stern moved to confirm nominees to the Core Practices Committee.

Unanimously approved via voice vote.

**Contractual Arrangements (Approval)**

**Mark Brown**

**Betsy Hull**

**Dayna Fico**

President Stern moved to confirm nominees to the Contractual Arrangements Committee. Unanimously approved via voice vote.

## **VI. Reports from Administrators**

### **A. Chief Financial Officer Hull**

CFO Betsy Hull: I want to provide an update on the financials and a few other things. The GuideStar Agency, the agency that publishes non-profit 990s, came out with a Seal of Transparency rating program. Bradley is looking at their process to achieve a seal. There are four levels and you cannot jump levels. You start at Bronze and can work to level-up to Platinum, the highest rating. Bradley should be able to achieve Bronze, but higher levels may be more rigorous. Universities with these seals typically see more donations, as much as 53% higher in charitable contributions.

Next, I would also like to share FY24 results. The audit is nearly finished. We are in draft form but I do not expect the statements to change.

Profit and Loss: change in net assets, a deficit from operations, of 4.6M against a budgeted 9.5M deficit. We were actually able to achieve a smaller deficit than we originally budgeted for.

Revenue was down from last year from a smaller incoming class but our expenses held at 2% increase. When you think about the cascading enrollments going forward, we need to be financially disciplined.

Below the line, our non-operating, was very good this year. Our investment results, at roughly 15%, generated \$48M increase to cash investments line on our balance sheet. With a few other items in our non-operating, we added almost \$23M to our balance sheet for the year. FY24 reinforced our strong balance sheet. We don't have a lot of control over this because it's due to the investment market. Our public bond issuance is also very strong and our asset level is at \$717M, the highest it's ever been.

I talked some at the University Conference about our endowment. This is one of my passions. I have a lot of experience here. Bradley has a healthy endowment with over 800 individual endowment funds, but we still have some work to do. We purchased an endowment management software. This is very low-priced software. We are in the process of transitioning to that software platform now. It will change how we do our endowment accounting, reporting, and management. I would like to meet with Deans and Departments to discuss how to manage their endowment funds and historically how the endowments have performed. I would like to give the campus an overall education on what our endowment can do for us. Bradley has nine endowed professorships and chairs. This represents 6% of our total endowment portfolio value. It's an honor to hold these.

Moving on to the FY25 budget: Tomorrow is the Board of Trustees meeting that they've worked toward for 6 months. We are presenting our FY25 budget tomorrow with the expectation it is approved. On October 10<sup>th</sup>, Dr. Angie Cooksy and I will be doing a joint presentation at the University Townhall to talk about how enrollment numbers are impacting FY25. Dr. Cooksy will share her strategy. We look forward to sharing the FY25 budget, it's a collaborative budget. We have better days to come and need to work hard to get there. The smaller enrollment classes have a cascading impact for the next few years. We will work towards a break-even budget in the next

few years. The common theme is financial discipline. Senior Leadership and the Board of Trustees are advocates for financial discipline.

Questions:

Megan Remmel: President Standifird told us we would get numbers generated by administrative cuts and athletic cuts. We never received those updates. Can you please provide those?

At-Large Exec Karl Jung: What is the time for the Townhall on the 10<sup>th</sup>?

CFO Betsy Hull: 4pm

Bill Bailey: I just want to applaud you on seeking transparency status for the Form 990. I actually go through Bradley's 990 each year with my tax classes. I want to applaud your group going forward with that, especially with seeking more donations. A lot of analysts will look at nonprofits to determine how "clean" and well-run they are by looking at donations.

CFO Betsy Hull: Thank you. I would love to come to your class when you have that discussion.

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

Interim Provost Moon: Thank you for giving me a chance to talk today. I'm a little more than a month on the job. I want to offer some preliminary thoughts and take some questions. It's an honor to serve in the Interim Provost role. This is a campus community I hold respect for and I truly love this University. I really fell in love with Bradley and with Peoria. My first date with Peoria was a little shaky but I've come to take this University and this city into my heart. I'm deeply committed to doing everything I can to help this institution.

One of the things I'm often asked, what is it about Bradley that is so special to you? I always say it is because of the commitment the faculty and staff have to each other and to the students. It's one of the things I have not seen on other university campuses (with the exception of one other campus). I know how rare, beautiful, and fragile that is. It takes a lot of intentionality and work to maintain this feeling. The institution I came from in Florida, I was there for 17 years, used to have this as well. And we lost it. So, I know how important it is. I will do everything I can to rebuild that at Bradley. I think it's a strength this institution has that's really rare. I've been through a similar process of cuts (at a previous university), and saw that challenge can bring people together and split people apart. One thing I will tell you with absolute certainty, the challenges we are going through, we will make it through. But it takes all of us working together. One thing we are really prioritizing is opening the lines of communication, being accessible, being transparent, creating opportunities to engage. We will offer coffee and bagels, and a chance to come talk with us. I am creating the Townhall "Roadshow" to come to you. I'll set up times to spend time in your space to chat. When President Michael is available, he will join me. I am also working with opportunities to engage with department chairs. I've also set up regular meetings with President Stern and the Executive Committee, also the Staff Council. I want to stabilize some of our leadership positions. We've begun the search for the President and we are beginning the search for our Dean positions. We will begin with the Slane College of Communications and Fine Arts. Tony Adams will be the chair of that search committee. We have almost every member of that committee set. Staff and Faculty representatives will be on the Dean's searches and students will

also be involved. We are administering a survey to the college to get their feedback as WittKieffer Search Firm shapes the job ad. We are still working on a timeline. Initial review of applications will begin in early December. We anticipate identifying the successful candidate in March.

There has been a flurry of activity working to develop new academic programs. There was a lot of effort put into identifying new streams of revenue. However, with how quickly we are moving, the processes we were using were vastly different with each program. We also lacked synergy among units impacted by these program changes. I am slowing this process down. I would rather take time and be sure the effort we are putting forward is the right effort by the right people answering the right questions. We will also implement a sunset clause for plans to discontinue a program. We will work to develop a process to evaluate programs regularly. We need to identify where we can make improvements in existing programs.

You heard our CFO, VP Hull, discuss how lower enrollment creates downstream revenue issues. Enrollment needs to be our priority. We should work collaboratively with our approach to enrollment. We are really focusing on total enrollment, where we get students from various sources. I think we have a lot of opportunities to enhance transfer student enrollment. We have not done well here, historically. Specifically, we are working with ICC to remove barriers and streamline the process. Let's "smooth the flow" as transfer students think about coming to Bradley. How do we get on their radar?

We are absolutely going to continue to work on artificial intelligence (AI). We want to look at the academic integrity piece of AI: when should students use it and when they should not. We are also looking at curricular pieces related to AI. We already have significant strengths in multiple colleges with AI. This will be an interdisciplinary effort. We want to move quickly but not rush.

We will also have conversations that focus on academic quality. What common thread in our academic programs defines who we are? When and if we decide to engage in online education, it has to be consistent with that idea of a defining Bradley education.

We are doing many great things at Bradley. There was recently a collaboration between LAS & EGT. Three faculty members were a part of a \$700K National Science Foundation grant, intended to make STEM education more accessible to students from underrepresented populations. Bradley also hosted our first-ever TEDx showcase. We had faculty from four different colleges present. Tomorrow the Ministry of Experimental Theater is doing a 24-hour theater project. They have to take a play from concept to performance in 24 hours. They will perform this at the O'sullivan theater at 7pm on Saturday, open to the public. We also have Founder's Day Convocation & Luncheon coming up where we will celebrate the achievements of our faculty and staff colleagues.

Questions:

Megan Rimmel: Earlier this summer, one of my colleagues applied for travel funding, which is limited to only \$1k and no other funding can contribute to this. We are so upset by this that I am writing personal checks with my colleague to fund junior colleagues. Employee contracts state that they will have annual access to travel funds to attend scholarly conferences to present research. We are already worried about enrollment, and now you will have issues with faculty retention. You are going to lose some of the best people we have on campus.



Interim Provost Moon: We know we run the risk of having faculty members look for positions with other institutions. That's one of the heartbreaking parts of the challenges we've been going through. I'd like to talk to President Michael and our CFO to find ways to honor our commitments to our junior faculty members.

Remmel: No one has been able to tell us why we can't give our \$1k to another colleague on our own. I don't understand why we can't use this money to help our junior faculty to further their careers. If this is going to continue to be a problem, we need to change tenure expectations. We need to know our conference policy moving forward because faculty need to plan travel far in advance.

Interim Provost Moon: I agree and it's a conversation we will have as soon as possible.

Danielle Glassmeyer: Thank you, Provost Moon, for encouraging words that we would all like to believe in. You expressed concern about connection and solidarity. I feel that for my colleagues. I would say our colleagues love each other. We stay here despite little to no evidence the past four years that the administration or the board loves us. We earn something like 2014 wages, and even then, I was earning something close to a 2008 standard. We are still willing to work with you all. But this is now on the administration to do something for us. Can you please speak more to the Dean searches? Can you fill in the timeline for the other Dean searches?

Interim Provost Moon: Rebuilding relationships starts with administration. This is absolutely a priority of mine and I know it starts with us. After talking with the Board of Trustees members, I know they also care deeply. I know rebuilding relationships starts with me, I'm not asking you to trust me, I know I have to earn that, but I want to. We are doing one Dean search this year and hopefully another next year.

Melvy Portocarrero: You say you are going to have an open relationship with us but I have a hard time seeing this when we ask questions and no one answers. Like, how many cuts were made in the administration and in the athletics department? So, I will ask the same question over and over again in every meeting all year. Even if I get a silent answer. Thank you.

Interim Provost Moon: Thank you. If you ask me a question, I will give you all the information I can. I know the question was raised earlier about cuts in administration and athletics and our VP Hull took that down.

Teresa Drake: I have a couple of questions. You said something about a standard process for program proposals, evaluations, etc. All of this is already outlined in the handbook. C&R also started a process for new programs. You should speak with them. My other question: how many faculty have left since last year? Can you please break this out between faculty who were cut vs. left voluntarily? Also, please break this down by rank.

Interim Provost Moon: We don't want to do anything conflicting with the handbook. We just want to provide more detail. As for faculty who were cut or left, the numbers are as follows:

May 2024: 19 faculty were cut, 3 of those 19 were rehired into different positions, 1 was reinstated resulting in a final number of 15 faculty who were cut.

- 5 Tenure-Track Assistant Professors
- 14 In-Residence Faculty

May 2024 Resignations: 25 faculty members

- 2 Full Professors
- 3 Associate Professors
- 14 Assistant Professors
- 6 In-Residence Faculty

May 2024 Retirement: 9 faculty members

- 7 Full Professors
- 2 Associate Professors

Total faculty member loss: 34 resignations and retirements for 23-24 academic year.

Colin Corbett: People who would have received terminal contracts this year, but chose to leave beforehand, how were they counted?

Interim Provost Moon: There were counted as faculty who were released.

As of Fall 2024: 323 Faculty

Hired 9 to start Fall 2024

- 2 Assistant Professors
- 7 In-Residence Faculty
  - 7 were filling vacancies and 2 were associated with new programs

Ahmad Fakheri: I know you don't have this information now. In the next meeting, can you share the number of tenured and tenure-track faculty from 15 years ago and the number of tenured and tenure-track we have today?

Interim Provost Moon: Yes, I will do that.

Kristi McQuade: The numbers were surprising even to me, a somewhat cynical person. This makes me more concerned than I was before about how we will fill positions in this climate, how we get high-quality colleagues to come here. We need a strategy for this.

Interim Provost Moon: Thank you, Kristi. That's a great point. I want to have conversations about this.

Bill Bailey: I've been here for eight years now. This is my ninth year. We've had record inflation for years. Every time there is inflation, when wages do not keep up with inflation, it's a pay cut. I've had a pay cut for nine years straight. This is not true from my two previous institutions. Those of us asked to recruit talent are in an incredibly difficult situation. The best way to earn trust is results. Results are going to matter more than words. We need to financially get the house in order. I've heard people who've been here for 15-30 years talk about how this has been a problem for decades. At some point, the word will get out and it will have a detrimental effect on our ability to recruit high quality talent.

Interim Provost Moon: I understand we need results and not words. But for now, I'll give you more words. In the short time I've been in this position, I am already having conversations about staff and faculty salaries. This is absolutely on my radar and the CFO & President's radar.

Teresa Drake: Just to go off of that, Danielle mentioned your comments about community. We often hear about staff salaries...faculty salaries...they are stagnant. But if we look at the VP, executive leadership raises, they are receiving significant raises. We aren't in this together. If you want us to trust, you need to do something about this. Show us.

Interim Provost Moon: Absolutely. Understood.

Danielle Glassmeyer: I have heard for almost two years about how Bradley wants to bring staff pay into proper alignment. I have heard that bringing staff to minimum wage early is considered a raise. This is abusive how we continue to treat our staff. We need to take care of those people. In one college an administration assistant was hired at \$18/ hour. Our guy was just brought up to \$15/hour. Y'all should be ashamed.

Interim Provost Moon: There are plans that are being aggressively pursued to address the staff salary initiative sooner than later. We are taking a look at differential compensation across colleges and trying to address that.

Landon Williams: Few questions about the CFA Dean search. My first question is a philosophical question from a leadership standpoint. Does it make sense to find a permanent Dean when we don't have a permanent Provost in place yet?

Interim Provost Moon: It's a great question and one we have talked about a lot. We have considered that and we know there is a downside to that. We thought, what would it look like if we did this sequentially? It would take 2-3 years to begin filling Dean roles if we wait to fill the President and Provost first. I cannot guarantee this is the right way to go. But we've examined the advantages and disadvantages with this decision.

Landon Williams: Why is the CFA Dean search first?

Interim Provost Moon: That was a conversation that preceded me. This college has a lot of strong, stable academic programs without a lot of curricular changes. No big changes in terms of structure. It's a good place to start.

Landon Williams: Will you commit to having a student rep on the search committees?

Interim Provost Moon: If it's in the handbook, we will commit to it.

### **C. Interim President Michael**

Interim President Michael: I came prepared to give you enrollment numbers.

We know faculty are the backbone of the institution. We know how bad the morale is around campus. We are working on this. As for the presidential search, we are putting together the job description and did some focus group meetings.

I wanted to mention a few things. I didn't like the \$1k travel stipend policy either. And salary stagnation is not sustainable. Something has to be in plan to change that. One thing I've come to know is how technology-challenged Bradley is. Our systems...they need to be thrown away.

The reality is, I don't think we really don't know which programs are making money and which aren't. It's difficult to go through those numbers and figure it out. This should be second nature to identify.

On to enrollment. I've been a trustee for 7.5 years. As a trustee, I was unaware of the challenges that Marketing & Communications and Enrollment Management had, particularly in the past two years. Both of those units are decimated. My rehiring of Angie was because I didn't think we could afford to wait to do a national search. I think she's imminently qualified to do the job.

Total Fall 2024 enrollment (third week of September 2024): 4777 (down 8.4% from Fall 2023)

- 5215 total enrollment for Fall 2023
- Undergraduate enrollment is down 7.3%
- Freshman incoming class
  - Fall 2023: 833
  - Fall 2024: 811
- Transfer students
  - Fall 2023: 133
  - Fall 2024: 120
- On-Campus Graduate students
  - Fall 2023: 183
  - Fall 2024: 86
  - Most of this due to decrease in international students (see below)
- International students
  - Fall 2023: 137
  - Fall 2024: 43

This results in another \$3M that we need to overcome. We are working on how to do that. This is the first year in ten years that we've dropped below 5000 students.

Questions:

Colin Corbett: What about retention numbers?

Interim President Michael: Retention: 82.7% (2024) down from 84.4% (2023). Persistency is down 1.1%. That's total enrollment. So, those that became seniors, juniors, sophomores, etc. That's in the range of what it's been.

[Allowing non-senator Mat Timm to speak (no objection)]

Mat Timm: I would like to know how the administration thinks we can continue to offer a high-quality engineering program without robust programs in mathematics and physics?

Interim Provost Moon: One thing to distinguish between is a major vs. coursework. Students in a range of programs have to take high-quality math and physics classes. We have to ensure that what we offer is of the highest quality.

Ahmad Fakheri: Question for President Michael and our CFO, Betsy: At what point are we going to declare the crisis is over? What metrics will we use? We expected a \$9.5M deficit and we have a \$4.5M deficit. Don't we have cash surplus?

CFO Betsy Hull: No. We do have investment in capital. I don't break down our positive or negative cash flow on financial statements. We have debt repayment and capital we are investing in. We have not come up with the metrics but I can say the crisis is not yet over. It'll be a few years. We need to get enrollment up. This is a revenue challenge.

Ahmad Fakheri: For as long as I've been at Bradley, the way we've distinguished ourselves is as a private, residential, comprehensive university. You cannot be comprehensive if you don't have philosophy, math, physics, etc. We need to think long and hard if we want to change the fundamental nature of this University.

Bill Bailey: We just heard we are revenue-challenged. In our business classes we talk about how marketing can bail us out of that. The industry is not projecting great things for all universities but especially private schools. We are just starting to swim out of a problem before a huge wave comes to hit us. Can you speak to that?

Interim President Michael: Bradley is not ready to crash and burn. We need to develop strategies that really differentiate this University from other Universities. If we can get enrollment up, this problem goes away.

Megan Rimmel: There is a rumor, is President Standifird still being paid?

Interim President Michael: It's confidential. He has a package, yeah.

Megan Rimmel: What are we doing with the old Avanti's? Most of us think it was a waste of money in the first place. Market 309 often sells out of fresh vegetables. Make it a market.

Interim President Michael: We are evaluating what to do with the building. It needs to be torn down, I'll tell you that.

Jim Muncy: I am extremely optimistic about our recent hires in Marketing. I am ecstatic about the talent you hired in the past six months. So, every problem is a revenue problem. But we need to invest in marketing. Everything you typically invest in has positive cash flow. I hope we spend some money, appropriately, in marketing.

Interim President Michael: I can assure you we are working on it.

Megan Rimmel: The first-year photos are still not in Acinquire. Also, health services is no longer willing to write notes for sick students.

Interim President Michael: I'm sorry, I don't know how to answer that.

David Daye: Can you speak to the technology fee. Did we charge students for this technology before this year? Has it increased? Is it related to the iPad program?

CFO Betsy Hull: This is the first tech fee we've had and it did get introduced at the same time as the iPads but there is so much going into it. A portion of the fee does go towards funding the iPad initiative, but it is not the only thing going into the fee.

Danielle Glassmeyer: Thank you, David, for that question. I've been running around telling everyone the iPads are free, now I know I was a liar. President Michael, you said as a trustee you were not fully aware of the challenges we were facing. We were told, meeting after meeting, that the board was fully informed. I trust that this communication will be enhanced while you are President. What will you do to enhance communication moving forward, once you step back into the Board?

Interim President Michael: I assure you I'll be completely transparent with the Board and with you, there is no reason for me not to be. I'm completely transparent with you, I have no reason not to be. What is your expectation there?

Danielle Glassmeyer: President Standifird assured us that the Board was fully informed and you said you had no idea.

Interim President Michael: I stand by my earlier comments. I won't say anything else. I can tell you I had no idea how decimated and messed up things were.

Danielle Glassmeyer: How do we make the communication between the faculty and trustees "President proof"?

Teresa Drake: I think she means something formalized.

Danielle Glassmeyer: Yes, something to get the faculty and the board together. Now that you know this, what will you do about it? How do we create conscious relationship building?

Interim President Michael: I'll see what we can do with that. President Travis is a representative on the board. We will see what other information we can provide you.

Teresa Drake: I think there are ways we can connect faculty with Board members.

Interim President Michael: There will be something done, that's all I can promise.

President Stern: No old business. Any new business for the body?

## **VII. Old Business**

None.

## **VIII. New Business**

Danielle Glassmeyer: I am here today to bring a resolution to the floor. The resolution comes out of various conversations that have been happening both formal and informal. It is not from a committee but rather concerned senators:

"Whereas, Transparency in the hiring process for Bradley University's next president is crucial for rebuilding and maintaining trust and ensuring the best outcomes for our campus community;

Whereas, Faculty, staff, and students have a shared interest in the selection of a new president of the university; and

Whereas, Open communication and involvement of all constituents can lead to better hiring decisions;

***Be it resolved***, That the University Senate calls upon the administration to guarantee transparency in the hiring process of Bradley's next president through the following actions:

1. Share the call for applications and criteria sheets created by the hiring committee for ranking candidates, as well as other relevant documents with the entire campus community at the time each document is implemented in the search process, ensuring all are informed of the goals for the search;
2. Provide regular reports to University Senate and communicate through other means, as needed, for timely updates on the search process to keep the campus community informed; and
3. Require campus visits for all finalist candidates, which shall include interactive forums with faculty, staff, and students.”

Danielle Glassmeyer: I am offering this to you as a motion.

Bill Bailey: Second.

President Stern: Is there discussion of the motion?

Jackie Hogan: I want to speak in favor of the motion. When I sat on the selection committee, we were told we were not allowed to bring the candidate to campus so the candidate could remain anonymous. We were told candidates do not want to do this. However, at public institutions, they make candidates known, they must have forums on campus. I'm not convinced candidates would be put-off by coming to campus. I don't think we've ever had candidates come to campus. Our past few presidents have not turned out so well. This may be a way to get a better result.

Mat Timm: I was also on a Presidential search committee and I advocated for bringing the candidates to campus before they were hired and I was told no. I think it's a mistake not to let candidates interact with members of the community.

Interim President Michael: I can't commit to that because I don't know what the search process is. I just know a little bit about what they've talked about, numbers of candidates. Starting with a dozen or so then narrowing it to 3 or 5. I don't know the plan for campus visits.

David Daye: Do candidates know they will be made public when applying?

Interim President Michael: I think they know for sure.

Landon Williams: I did some research over the summer on the Presidential search process. President Broski came to campus and spoke with students. There was a forum in some form in the past. I also found something with Gary Roberts.

Mat Timm: In both of those searches, there was only one candidate brought to campus after it was pretty sure they would be hired.

Danielle Glassmeyer: There is a long tradition in this body in recent years for us to pass resolutions that the administration does not act upon. This is purely an expression of what faculty might be advising administration on some ways trust can be rebuilt.

President Stern: Any additional discussion? So, that is the motion on the floor. All approved say aye. All opposed say nay.

The ayes have the majority vote. That passes. I thank you all for your time and efforts here. We stand adjourned.

## **IX. Adjournment**

Adjourned at: 5:19pm



UNIVERSITY SENATE MEETING SIGN IN SHEET –

SENATORS

Meeting Date:

9/17/24

Name	Unit	Initials	Name	Unit	Initials
Bill Bailey	FCB	<i>BB</i>	Kris Maillacheruvu	Int. Dean CCET&FCB	<i>Wan</i>
Rachel Borton	EHS	<i>RB</i>	Cyle Metzger	CFA	<i>CM</i>
Heather Brammeier	CFA	<i>HMB</i>	Suruz Miah	CCET	
Adam Byerly	Handbook Ed.	<i>AB</i>	Jonathan Michael	Int. Pres	<i>JM</i>
Colin Corbett	FCB	<i>CC</i>	Dan Moon	Int. Provost	<i>DM</i>
David Daye	CFA	<i>DD</i>	Sherri Morris	Int. Dean LAS	<i>SM</i>
Sarrah Denton	Student Rep	<i>SD</i>	Libin Mou	LAS	<i>LM</i>
Teresa Drake	Im. Past Sen. Pres.	<i>TD</i>	Jim Muncy	FCB	<i>JM</i>
Candace Esken	FCB	<i>CE</i>	Kalyani Nair	CCET	
Ahmad Fakheri	CCET	<i>AF</i>	Lee Newton	LAS	<i>LN</i>
Heather Ford	CFA	<i>HF</i>	Jessica Nigg	EHS	<i>JN</i>
Rustin Gates	LAS	<i>RG</i>	Melvy Portocarrero	LAS	<i>MP</i>
Danielle Glassmeyer	LAS	<i>DG</i>	Malik Raheem	EHS	
Daniel Getz	LAS		Megan Rimmel	LAS	<i>MR</i>
Amy Grugan	EHS	<i>AG</i>	Val San Juan	LAS	
Ethan Ham	Int. Dean CFA	<i>EH</i>	Amanda Scott	EHS	
Samuel Hawkins	LAS	<i>SH</i>	Kerrie Schattler	CCET	<i>KS</i>
Ray Hazlip	CFA		Udo Schnupf	LAS	<i>US</i>
Lauren Henson	Student Rep		Kathy Shapley	Int. Dean EHS	<i>KS</i>
Alex Hertich	LAS	<i>AH</i>	Prasad Shastry	CCET	<i>PS</i>
Jackie Hogan	LAS	<i>JH</i>	Karin Smith	EHS	
Karl Jung	EHS	<i>KJ</i>	Todd Spires	Exec. Dir. Library	
Joseph Kelly	EHS	<i>JK</i>	Travis Stern	CFA	<i>TS</i>
Todd Kelly	CFA	<i>TK</i>	Naomi Stover	LAS	
Barb Kerns	CIO		Jennifer Stubbs	Library	<i>JS</i>
Kevin Kimberlin	LAS	<i>KK</i>	Nathan Thomas	VP Student Aff	<i>NT</i>
Andy Kindler	Registrar	<i>AK</i>	Libby Tronnes	Parliamentarian	<i>LT</i>
Twila Lukowiak	EHS		Chris Williams	LAS	
Kristi McQuade	LAS	<i>KM</i>	Adalia Yeung	Student Pres.	
			Jamie Way	DT	<i>JW</i>

