



Faculty Senate 2025–2026

MINUTES: April, 2026

Location: Whirlpool Room, Chan Shun Hall

Time: 6:00-8:00 pm

A. Bosman, Chair; J. Lim, Executive
Secretary

Attendance (16): M. Bacchiocchi, A. Bosman, J. Cadet, K. Cave, G. Chi, S. Elkins-Bates, E. Gallos, K. Gibbs-Prouty, B. Gibson, N. Isaac-Dennis, K. Koudele, J. Lim, B. Maguad, Z. Plantak, L. Sabas, K. Thompson

Incoming Senators (6): J. Fraser, N. Hess, J. Ledesma, W. Scott, T. Watson, A. Will

Regrets (14): S. Badenas, B. Davis, R. Choi, R. Gatón, P. Gregor, D. Gonzalez-Socoloske, L. Hamilton, S. Hatfield, J. Johnson, J. Kidder, M. Moreno, K. Reiner, B. Sheppard, B. Sanou

Guests (4): K. Bailey, W. Hucks, C. Stuart, C. Troy

Votes and Actions taken (numbers [n] represent items on original agenda)

[1] Founded in Faith. (W. Hucks). Presented the new statement on Diversity and Unity for Mission with an emphasis that these are Biblical principles. Brief discussion. Question about the language. Very broad and general, so likely to be accepted. Efforts made to be biblical and not political.

MOTION: VOTE passed. To support the Statement on Diversity and Unity for Mission.

[2] Minutes of Prior Faculty Senate Meeting (J. Lim)

MOTION: VOTE passed [unanimous]. To approve the minutes as presented.

[4] Council Reports (B. Gibson)

Council Reports were received as follows.

Academic Operations and Policy Council (Dec. 9, Feb. 24)

Faculty Policy Development Council (Feb. 6)

Graduate Council (Dec. 4, Feb. 5)

Undergraduate Council (Dec. 2, Feb. 5)

MOTION: VOTE passed. To accept the minutes as presented.

Senate Discussion & Announcements

[2] Forward in Mission. (J. Lim and C. Stuart). Global Campus overview. College of Education and International services has the most online programs. The Global campus supports our world church to reach people wherever they are, collaborate, share resources, and new synergies (meeting today's student needs). Census data is a challenge to keep up with; it's incomplete. Structure has shifted several times over the last 10 years or so. Goals for Global Campus include: streamline and coordinate operations, create a robust resource and academic home for learners outside of main campus, grow our appeal to the market of adult students, serving our international students, implementing online education technology, offering diverse career training and degree completion programs, enhancing partnerships with international institutions with standardization and consistency in practice.

Global Campus consists of the following subunits:

- Center for Adult Degree Completion
 - Online Testing Center
 - Office of Credit for Prior Learning
- Center for Continuing Education
- Center for Digital Learning and Instructional Technology
- Griggs International Academy
 - GIA Off Campus Programs
- Office of Compliance
- International Education
 - Office of International Student Programs and Services
 - Office of Off-Campus Programs

[5] ETLAC / CTL Updates. (C. Troy). Review of events: 3 book clubs, 5 lunch and learns, 3 DLiT lunch and learns, planning of faculty and staff institute for 2025. Other accomplishments include: drafting a professional learning framework, curriculum mapping initiative, assessment of learning spaces, exit survey data. Innovation and teaching and learning grants with total of \$8,313 awarded to new faculty. Individual support through formative dialogues, peer mentoring, etc. Upcoming workshops; grant writing, research writing retreat. NAD wide Higher Education Adventist Society virtual conference on May 29.

[6] Officer Elections. (A. Bosman). Reminder of why we serve; learning how the university works, participating in shared governance, leading an issue to impact change. Reviewed the responsibilities for each officer; reviewed the eligibility to serve as officers. Discussion about reviewing load this summer so that so much work does not fall on the executive secretary. Elections resulted in the following officers:

- Chair: Anthony Bosman
- Vice Chair: Sonia Badenas
- Executive Secretary: Janine Lim

- Communications Officer: Kylene Cave
- Parliamentarian: Jerome Skinner

[7] Institutional AI Policy. (J. Lim). The Institutional AI Taskforce, created by Institutional Operations Council, met from February through April to develop a new university AI policy aligned with AU's core values of compassion, trust, integrity, humility, wellbeing, justice, and innovation. The policy includes several main components: required human oversight for AI use, mandatory disclosure about AI usage, data security measures that prohibit inputting personal information while allowing users to opt-out, academic integrity guidelines where faculty determine AI use in their classes, research protocols that prohibit inputting unpublished research and require disclosure of AI methods, meeting protocols, administrative use requirements with human oversight, tool approval processes, defined prohibited uses, and violation reporting procedures directing misuse reports to the Chief Academic Officer, Dean of Research, or HR.

During discussion, Senators emphasized the critical need for AI literacy training for both students and faculty, focusing on ethical issues related to AI use. They established that AI should never be used alone to determine student academic misuse. At least three AI-focused sessions are planned for the fall faculty institute. A brief survey will be distributed to students to assess their current AI knowledge and identify desired training areas. The group also discussed strategies for building students' confidence in their writing skills, honoring diverse writing abilities through idea-focused grading rather than emphasizing pristine writing mechanics, and prioritizing critical thinking and conceptual understanding over technical writing perfection.

[8] Faculty Workload Survey (K. Bailey). Karl asked chairs to have faculty complete the survey during faculty meetings. We need to hear from all sectors, 52 responses so far, none from the seminary. Early data showing how load is affecting what faculty can and cannot do, or be engaged in. Karl will remind chairs weekly until school is out; need more representation. May need to wait until after graduation as April is a busy time.

[9] Other Business (A. Bosman). Updates from the Chair. Gallup survey faculty results shared. Note again that it doesn't seem to really measure engagement, but measures supports (i.e. Q2 about the materials and equipment to do work). A couple items that stood out - let's get to know each other better, let's also talk to each other about our progress. Faculty lounge - getting to know each other.

Appendix: New Diversity & Unity statement.

Statement on Diversity and Unity for Mission

Diversity and unity for mission are biblical principles. From the beginning of creation, God institutes diversity (Genesis 1:27-28) and throughout the pages of Scripture, we repeatedly find diversity in age (1 Timothy 4:12), of female and male (Genesis 1:27), ethnicity and nationality (Revelation 14:6), gifts (1 Corinthians 12:4), and abilities (Matthew 25:14-15), among others. As the chapters of the Bible close, we find a multitude “from every nation tribe, people and language” standing before God and praising Him (Revelation 7:9-10).

We affirm beauty in the biblically founded diversity God has instilled in us. We also affirm that God calls us to grow in understanding and unity in Christ. “God created each person unique, and His powerful influence in our lives results in a celebration of differences that respectfully values each person’s human heritage and culture.”¹

We find such unity in diversity throughout the Bible. “Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. For we were all baptized by one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink. Even so the body is not made up of one part but of many” (1 Corinthians 12:12-14; see also Acts 13:1-3; Ephesians 2:14-16).

The purpose of unity is to advance our God-given mission which incorporates our shared values of compassion, justice, and well-being, following the command and example of Christ (Matthew 28:19-20; Revelation 14:6-12).

As Seventh-day Adventists, we live out the truth found in the Seventh-day Adventist Fundamental Belief #14, Unity in the Body of Christ, that states: “In Christ we are a new creation. Distinctions of race, culture, learning, nationality, and differences between high and low, rich and poor, male and female, must not be divisive among us. We are all equal in Christ, who by one Spirit has bonded us into one fellowship with Him and with one another; we are to serve and be served without partiality or reservation.”²

Therefore, Andrews University affirms the inherent value of all humanity because each person has been created in God’s image (Genesis 1:27). As such, we commit to:

- Loving our neighbor as we should love ourselves (Matthew 22:39);
- Looking out for the interests of others (Philippians 2:3-5);
- Repudiating favoritism and prejudice (James 2:1, 8, 9);
- Extending care and compassion for the wounded (Luke 10:30-37);
- Doing for “the least of these” as we should do for Christ (Matthew 25:40);
- Treating foreigners with love and respect (Leviticus 19:33, 34);
- Acting justly, loving mercy, and walking humbly (Micah 6:8); and
- Exemplifying unity in our diversity as we look forward to the “Blessed Hope” (Titus 2:13; Revelation 7:9).

¹“One Humanity: A human relations statement addressing racism, casteism, tribalism, and ethnocentrism.” Statement voted by the General Conference of Seventh-day Adventists Administrative Committee in Silver Spring, Maryland on September 15, 2020. <https://gc.adventist.org/official-statements/one-humanity-a-human-relations-statement-addressing-racism-casteism-tribalism-and-ethnocentrism/>

²<https://www.adventist.org/beliefs/#:~:text=We%20are%20all%20equal%20in,in%20one%20witness%20to%20all>