



Faculty Senate 2025-2026

MINUTES: January 21, 2026

Location: Zoom

Time: 6:00-7:30 pm

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

Attendance (18): A. Bosman, K. Cave, J. Cadet, K. Koudele, A. Will, J. Skinner, K. Thompson, L. Hamilton, N. Hess, R. Gatón, W. Scott, B. Gibson, J. Ledesma, S. Badenas, R. Choi, N. Isaac-Dennis, J. Skinner, Z. Plantak

Staff Senator: M. Cervantes

Regrets (10): E. Gallos, S. Hatfield, T. Watson, D. Gonzalez-Socoloske, J. Johnson, M. Bacchiocchi, B. Sheppard, B. Davis, P. Gregor, J. Fraser

Guests (4): L. Ahlberg, K. Bailey, S. Elkins-Bates, M. Rodriguez, C. Woolford-Hunt

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

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

MOTION: VOTE passed [11]. To approve the minutes as presented.

[3] Council Reports (K. Cave)

Council Reports were received as follows.

Academic Integrity Council (none)

Faculty Policy Development Council. (November 6, 2025). *Simplified rubrics for advancement for next year. Faculty load calculation work groups reported in. Small faith related wording changes in the rubrics.*

Graduate Council (none)

Undergraduate Council (none).

MOTION: VOTE passed [12]. To accept the council reports as presented.

Senate Discussion & Announcements

[1] Devotional. (K. Cave). You are a child of God. You are an heir of God's promises (i.e. Is. 26:3, Deut. 31:8, Psalm 32:8, Matt 11:28-29, James 1:5, Phil 4:6). Claim your inheritance.

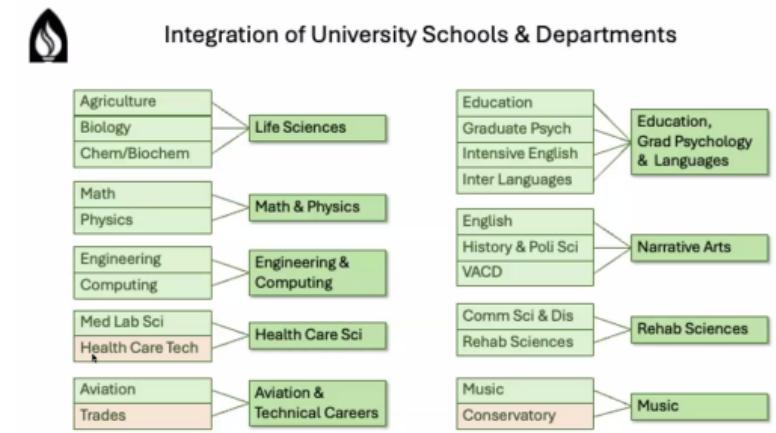
[4a] Announcements. (A. Bosman). On Feb. 3, from 11:30-12:20 AD 306, there will be a joint faculty-staff senate meeting with HR on Remuneration. The chair of the faculty senate and the chair of the staff senate requested this meeting jointly.

[4b] Introduction. (A. Bosman). Introduction of Maria Rodriguez. Six Sigma Master Black Belt Certified. Industry career in process improvement and increased operational effectiveness. Two decades of Adventist higher education leadership. PhD in higher education administration from Andrews University. Reporting to Chief Academic Officer.

[4c] Academic Reorganization Update. (A. Bosman). Latest version; hopefully final draft. Discussion welcome; let's consider also the next steps for implementation of this reorganization.

Context shared of other academic consolidation across higher education, including Simpson College, Montclair State University, Eastern Michigan University, Fairleigh Dickinson University, and Utah State University as some examples. Rationale from other universities for academic unit consolidation, including administrative efficiency, financial sustainability, reduced faculty service burden, interdisciplinary collaboration, improved student pathways, enrollment - responsive structures, strategic alignment, and organizational flexibility.

Current version of the mergers, which we hope is the final draft:



Feedback and discussion. Faculty discussed that departments not explicitly listed in the reorganization plan are not merging, and noted that three new areas are being explored: healthcare technology, trades, and a music conservatory (focused on community music education). There was appreciation expressed for administration listening to departmental concerns, though accreditation issues remain, particularly regarding the education/psychology merger where "counseling" needs to be included in the department name. Department names were noted as placeholders, with merged units having flexibility to determine final naming conventions.

Faculty raised significant concerns about the ambitious summer term timeline for mergers, coinciding with six chair searches. Key worries included how students will navigate programs that become obscured within merged departments, the challenge of maintaining low-enrollment upper-division courses essential for degree completion, and potential program and faculty reductions. While some departments are finding curricular synergies, faculty noted that concerns from Engineering and Computing appear unaddressed. The discussion emphasized that successful mergers require time—referencing collaborative programs that developed over decades—and that curriculum redesign will extend over several years. Faculty acknowledged the heavy human toll of the process and discussed potential solutions like course-sharing platforms (Acadeum, Rize) and student-focused website reorganization, though concerns remained about the lack of fail-safe strategies if the reorganization proves unsuccessful.

[5] Gallup Survey Results. (A. Bosman). Gallup Survey results reviewed, including the mean percentile rank in the higher education industry. Discussion of the social connections; one department paying out of pocket to get together to eat. Other departments/schools reporting all funding for social activities cut. Could there be some funds particularly for the faculty in the merging departments. Could there be other incentives for meeting goals and then additional funding for some activities. Another idea is a lunch hour for the school to walk together and catch up together. Ideas to bring camaraderie to the departments.