



## Faculty Senate 2025-2026

MINUTES: March 11, 2026

Location: Griggs Hall Council Chamber

Time: 6:00-7:30 pm

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

**Attendance** (18): M. Bacchiocchi, A. Bosman, S. Badenas, K. Cave, B. Davis, E. Gallos, B. Gibson, L. Hamilton, S. Hatfield, N. Hess, N. Isaac-Dennis, K. Koudele, J. Lim, Z. Plantak, W. Scott, J. Skinner, K. Thompson, T. Watson

**Senator(s) On Zoom:** (1) J. Ledesma

**Regrets** (8): J. Cadet, J. Fraser, R. Gatón, D. Gonzalez-Socoloske, P. Gregor, J. Johnson, B. Sheppard, A. Will

**Staff Senator:** M. Cervantes

**Guests** (2): K. Bailey, K. Basurto

**Guests On Zoom** (3): N. Nosworthy, R. Portecop-Prentice, S. Trecartin

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

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

**MOTION:** VOTE passed. To approve the minutes as presented.

**[3] Council Reports** (K. Cave)

Council Reports were received as follows.

Faculty Policy Development Council (FPDC) Minutes. Advancement Criteria Committee is updating wording in criteria and updating rubrics and examples. Discussion and actions regarding remote learning policy and triggering criteria. Workload policy continuing.

**MOTION:** VOTE passed. To accept the council reports as presented.

### **Senate Discussion & Announcements**

**[1] Devotional.** (J. Skinner). Drawing a contrast between Jezebel and the widow of Zarephath, both from the same town, the devotional contrasted two ways of living: by human power or experiencing God's power by trusting His promises. What power do we live by and how do we perceive power?

**[4] Update.** (J. Lim). Presented an overview on how seats were handled for the Faculty Senate elections in light of the academic mergers and migrations between colleges. Provided the timeline for Faculty Senate elections, noting that votes are due the end of spring break, deans will review after spring break: The goal is to have positions accepted by early April in order to be announced in General Faculty Meeting (April 13) and officers elected at the next meeting of the Faculty Senate (April 15).

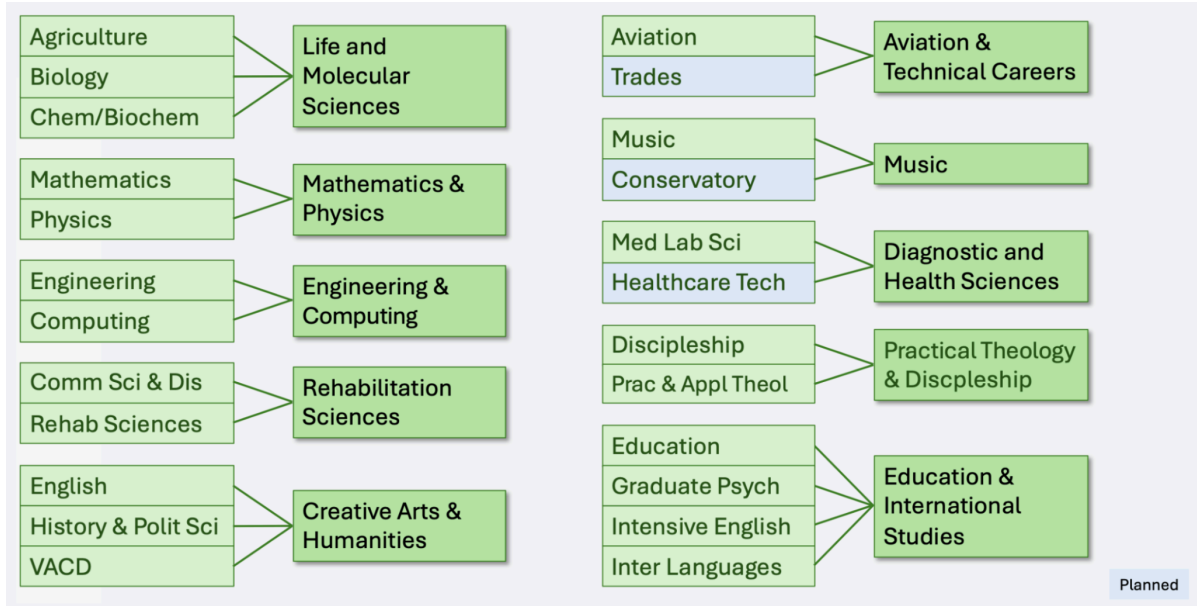
**[5] Board Updates.** (A. Bosman). Highlighted several items that the Andrews University Board of Trustees voted on in their March meeting include the following:

Updated faculty advancement criteria, as had been approved by the Faculty Senate, which streamlines the criteria to reduce complexity of the application. The simplified rubrics will be finalized by early May, as well as an advancement model for clinical faculty.

Updated admissions standards, which Faculty Senate voted in February and were approved by the University Strategy and Policy Committee. The Academic Subcommittee of the Board was very clear that increased student service is needed to address the expected increase of at-risk and underprepared students. Therefore, the first priority of any income generated from additional students needs to be towards supporting the students. Note the university's strategic plan includes monitoring retention rates, staffing. The Academic Subcommittee of the Board also asked for annual data monitoring to assess the effectiveness of the revised admission standards. Faculty discussed how to support a broader population of students. What workload increases do we anticipate and how might we offset that?

Overview of the final academic Integration plans voted by the Board of Trustees and the discussion that accompanied the vote. Notably, benchmarking indicated that our number of academic units was higher than peer institutions with comparable student populations: Andrews currently has 35 schools and departments while benchmarking revealed a norm of 19-27 units. The academic integration brings us down to 23. The Academic Subcommittee of the Board mirrored the discussions held at the Faculty Senate, asking tough questions of administration.

The board's vote of approval for the academic restructuring included the names of the merged units and the college structure (see below). Discussion of what the dotted lines and collaboration work. The administration wanted to see a greater equity between the size of the colleges. Discussion of the gap between administration concerns, the faculty concerns, and how students see their academic home. As faculty we need to figure out how to demolish that structure that makes it difficult to collaborate across colleges. Could Faculty Senate and FPDC work on structures that would make it easier to collaborate across colleges. Need to think about advising, preparation, efficiency, differently. Questions about the purpose and vision for some of the changes. GC President had four words as the vision for Andrews University: excellence, integration, identity, mission.



CP	CHHS	Global Campus	CAS	Seminary
Architecture and Interior Design	Diagnostic & Health Science	Leadership	Creative Arts and Humanities	Church History
Aviation and Technical Careers	Nursing	Educ. Admin.	Education and International Studies	New Testament
Business Admin + CID Program	Population Health, Nutrition & Wellness		Life and Molecular Sciences	Old Testament
Engineering and Computing	Rehabilitation Sciences		Mathematics and Physics	Practical Theology and Discipleship
	Social Work		Music	World Mission
			Social and Behavioral Sciences	Theology & Christian Philosophy
			Religion & Bibl. Lang.	
			Operations & Finance	Vision & Strategy

Finally, the graduate faculty teaching load was increased from 16 to 18 credits beginning in the next academic year. Within the Academic Subcommittee of the Board, board members raised questions on how this would impact faculty. FPDC is working on the policy implementation of the workload change, including dissertation supervision. Faculty raised questions on where the increase had been decided. There was a discussion on the hierarchy of documents: board bylaws, board manual, and working policy. And there was an overview of the broader work that FPDC is doing on faculty workload, accounting for research mentoring, teaching, service, and research. It was noted that FPDC will have some working groups in these areas over the summer with the goal to finalize in September in order to have an updated workload policy for the October Board meeting. There were questions regarding how the load impacts remuneration. It was indicated that anyone with additional concerns regarding load should contact K. Bailey with details ([kgbailey@andrews.edu](mailto:kgbailey@andrews.edu)). Finally, there was discussion of administrative support.

Finally, the chair shared an update from the board regarding compensation. Last year the board approved an overall 3% increase of the remuneration budget, targeting especially minimum wage staff and the associate professors. This year the board budgeted to increase the remuneration budget by 2%, which will be especially targeted to address the Michigan minimum wage increase and other priorities across campus. The board chair asked the Faculty Senate chair to express to faculty that the board is committed to further addressing remuneration.