

## **Resolution A**

WHEREAS: President Standifird has claimed the University is in a financial crisis, but has failed to clearly communicate the origins, urgency, or magnitude of this crisis.

WHEREAS: President Standifird has stated in front of this body that issues with our loan covenants are a main factor in the urgency, but has contradicted that claim in the media.

WHEREAS: President Standifird has failed to adequately explain why over 75% of the announced spending cuts must come from Academic Affairs, and why these must be identified by the end of the Fall 2023 semester.

WHEREAS: President Standifird implemented both an incentivized voluntary separation program and an involuntary separation program in 2020 that, although not strategic in nature, led to \$7M in spending reductions. These savings have since been lost.

WHEREAS: President Standifird showed poor stewardship of enrollment management by being slow to act on evidence that our tuition was too low and our discount rate had grown to be higher than our peers, and by failing to adequately address our declining enrollment.

WHEREAS: President Standifird showed poor leadership in the area of advancement.

WHEREAS: President Standifird did not recognize, or respond in a timely manner, to issues with the University's financial health, and even in light of these issues has continued to spend on outside consultants and in non-revenue producing sectors of the University, without sharing cost-benefit analyses on these expenditures. This includes spending on initiatives the President previously promised to fund through donations.

WHEREAS: President Standifird committed to announcing parallel cuts to administrative spending, but has not yet done so.

WHEREAS: President Standifird repeatedly stated his intentions to follow the recommendations of the Faculty Members of Senate Executive Committee, but then failed to do so. He has publicly claimed that his decisions have "a fair amount of overlap" with the faculty recommendations, but the programs he has recommended for discontinuation are almost entirely different from those recommended by the faculty committee.

WHEREAS: President Standifird has not communicated any of the data or criteria he used to evaluate programs, and his decisions do not appear to be driven by Bradley's mission, vision, or strategic plan. The President has told chairs of departments facing discontinuation that their responses to the announcement should not include statements on the educational value of their programs.

WHEREAS: President Standifird, by cutting faculty lines, including those of award-winning faculty, is behaving as though the University is in a state of financial exigency, although that has not been declared. These decisions will adversely impact the quality of our students'

educational experiences and put the University at risk for legal actions that could adversely impact our finances and reputation.

WHEREAS: President Standifird has claimed that the motivation for the proposed cuts is to “meet the needs and interests of today’s students” but the changes he is proposing threaten the University’s ability to “lay the foundation for a lifetime of intellectual development” in a “changing complex world” and stand in stark contrast to our strategic imperatives to be welcoming and diverse and to support personalized life paths.

WHEREAS: President Standifird has claimed that the proposed changes will only impact 3.5% of students. The number of students affected will be far greater because the changes will also impact minors and reduce Bradley Core Curriculum offerings, and the elimination of full-time faculty threatens to reduce the quality of education and student-faculty interaction.

WHEREAS: President Standifird is evaluated primarily on his position as an effective leader and communicator, and has failed in these aspects. The President has largely ignored the principles of shared governance and joint determination, and his decisions have put the University in a precarious financial position and have adversely affected the reputation of the University.

For these reasons, BE IT RESOLVED that we, the Bradley University Senate, have lost confidence in President Standifird’s ability to lead the University moving forward.