

Resolution B

WHEREAS: Provost Zakahi is “responsible for the effective execution of the University’s academic mission,” but has failed to provide strong leadership and advocacy for Academic Affairs, and has not exhibited a commitment to our shared governance model.

WHEREAS: Provost Zakahi has been aware of the existence of a large structural deficit since at least 2016.

WHEREAS: Provost Zakahi bears partial responsibility for losing the cost savings incurred from the incentivized voluntary and involuntary separation programs in 2020 due to undisciplined hiring practices. In the past year alone, Provost Zakahi approved the hiring of 42 tenure track faculty despite no evidence that the structural deficit had been resolved, and in the face of evidence that enrollments were down and discount rate was up.

WHEREAS: Provost Zakahi worked with the Deans and President to recommend programs for discontinuation instead of accepting the recommendations of the faculty committee, in violation of the shared governance policies outlined in the faculty handbook.

WHEREAS: Provost Zakahi has not shared the criteria he used to identify programs to recommend for discontinuation or to identify faculty for dismissal and did not solicit input from departments. Moreover, his recommendations do not appear to have accounted for program quality or to have been driven by Bradley’s mission, vision, or strategic plan.

WHEREAS: Provost Zakahi identified 27 tenure-track faculty for nonrenewal, some hired within the last year, indicating that his hiring decisions were not based on strategic decision making.

WHEREAS: Provost Zakahi has undermined academic quality at Bradley by recommending the dismissal of several faculty who have received the highest honors at Bradley for their teaching, research, or service to the University.

WHEREAS: Provost Zakahi has admitted that moving forward the student experience will not be the same, despite his charge to “continuously improve the exceptional learning that Bradley provides its students and to advance Bradley’s regional and national reputation in higher learning”.

WHEREAS: Provost Zakahi neglected to consider the diversity, equity, and inclusion implications of the proposed cuts. Approximately 25% of the faculty whose lines will be cut are from underrepresented, minoritized or marginalized groups, which represents a substantial reversal of recent gains.

WHEREAS: Provost Zakahi has failed to effectively lead or advocate for Academic Affairs, largely ignored the principles of shared governance, and made decisions that will adversely affect the quality of education and reputation of the University.

For these reasons, BE IT RESOLVED that we, the Bradley University Senate, have lost confidence in Provost Zakahi’s ability to provide the academic leadership required to successfully guide the University moving forward.