



Sixth Regular Meeting  
2022-2023 Bradley University Senate  
3:10 p.m., Thursday, March 23, 2023  
Ballroom A, Michel Student Center



## **MISSION:**

Bradley University empowers students for immediate and sustained success in their personal and professional endeavors by combining professional preparation, liberal arts and sciences and co-curricular experiences. Alongside our dedication to students, we embrace the generation, application and interpretation of knowledge.

### **I. Call to Order**

### **II. Announcements**

0. The meeting is being recorded and livestreamed. Thank you IT!
1. Evaluations of President Standifird and Provost Zakahi will be conducted this semester.

### **III. Approval of the Minutes of the Fourth Regular Meeting of the 2022-2023 University Senate, December 7, 2022**

See attached Minutes

### **IV. Bradley University 403(b) Plan Investment Committee Dennis Koch, AVP of Financial Services**

## V. Report from the Student Body President David Daye

### VI. Reports from Administrators

#### A. President Standifird

#### B. Provost and Senior Vice President for Academic Affairs Zakahi

### VI. Reports from Committees

#### A. Curriculum and Regulations

##### 1. Curriculum Consent Items

232300	Core curriculum addition	MUS MUS 101 Introduction to Music Business
231598	Core curriculum addition	ANT ANT 314 Indigenous Peoples
231103	Core curriculum addition	MTG MTG 341 Marketing Research I
227854	Core curriculum addition	HIS HIS 452 Area Studies Research Seminar
222571	Core curriculum addition	P T KHS 305 Health Minor Practicum
233577	Core curriculum addition	HIS HIS 322 Ancient Egypt and the Near East
232765	Core curriculum addition	SOC SOC 326 Sociology of Globalization
232326	Core curriculum addition	SOC SOC 211 Contemporary Social Problems
193397	Core curriculum addition	WGS WGS 200 Introduction to Women's and Gender Studies
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230268	Course addition	ECL ENC 749 Educational Technology Portfolio
230266	Course addition	ECL ENC 748 Advanced Instructional Design
230264	Course addition	ECL ENC 745 Digitally Driven Educational Practice
230263	Course addition	ECL ENC 744 Digital Learning: Online, Distance, and Distributed Instruction
230261	Course addition	ECL ENC 743 Learning Theory and Instructional Strategies
230257	Course addition	ECL ENC 742 Instructional Design
230124	Course addition	ECL ENC 741 Applied Educational Media
230152	Course addition	P T KHS 305 Health Minor Practicum
229435	Course addition	CFA CFA 362 Hollywood's Greatest Cinematic Genres
229256	Course addition	HIS HIS 383 Sports, Play, and Games in History
229127	Course addition	ECL ENC 735 Personnel, Unions, and Collective Bargaining
221576	Course addition	E E ECE 542 Advanced Data-Driven Control and Applications
221575	Course addition	E E ECE 541 Feedback Control of Dynamic Systems
232810	Course addition	FCS FCS 450 Play Therapy
232811	Course addition	FCS FCS 451 Child Life Profession
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230799	Course modification	ENG ENG 472 Methods of Teaching Integrated

Language Arts		
230794	Course modification	ENG ENG 392 Methods of Teaching Literature and Reading
230786	Course modification	ENG ENG 391 Methods of Teaching Writing
230757	Course modification	ETE ETE 352 High School Music Methods for Music Majors
230054	Course modification	C E CON 540 Project and Company Management
230053	Course modification	C E CON 537 Construction Simulation
230052	Course modification	C E CON 536 TQM Principles
230051	Course modification	C E CON 529 Advanced Construction Contracts
230050	Course modification	CE CON 528 Advanced Construction Scheduling
230049	Course modification	C E CON 526 Advanced Construction Estimating
230048	Course modification	C E CON 524 Building Information Modeling
230047	Course modification	C E CON 522 Advanced CADD
230046	Course modification	C E CON 520 Advanced Construction Practice
230045	Course modification	C E C E 655 Environmental Management Modeling
230044	Course modification	C E C E 650 Site Remediation
230043	Course modification	C E C E 588 Transportation Economics
230042	Course modification	C E C E 587 Traffic Signal Design
230041	Course modification	C E C E 586 Advanced Pavement Design
230040	Course modification	C E C E 585 Pavement Management Systems
230039	Course modification	C E C E 584 Urban Transportation Planning
230038	Course modification	C E C E 583 Geometric Highway Design
230037	Course modification	C E C E 582 Traffic Flow Theory
230036	Course modification	C E C E 580 Highway Safety
230035	Course modification	C E C E 577 Seismic Design
230034	Course modification	C E C E 575 Structural Dynamics
230033	Course modification	C E C E 570 Advanced Mechanics of Materials
230032	Course modification	C E C E 567 Prestressed Concrete Design
230031	Course modification	C E C E 565 Advanced Concrete Design
230030	Course modification	C E C E 562 Advanced Steel Design
230029	Course modification	C E C E 560 Advanced Structural Analysis
230027	Course modification	C E C E 558 Solid Waste Management
230026	Course modification	C E C E 555 Sustainability and Environmental Regulations
230025	Course modification	C E C E Groundwater Hydrology
230024	Course modification	C E C E 543 Advanced Wastewater Treatment
230023	Course modification	C E C E 542 Advanced Water Treatment
229996	Course modification	C E C E 541 Pollution Modeling
229994	Course modification	C E C E 515 Advanced Foundation Engineering
229993	Course modification	C E C E 520 Advanced Numerical Methods
229991	Course modification	C E C E 580 Advanced Soil Mechanics
229552	Course modification	ECL ENC 717 Organization and Leadership in Higher Education
229543	Course modification	ENG ENG 180 Introduction to English Education
229135	Course modification	ECL ENC 733 Strategic Decision-Making and Supervision
229131	Course modification	ECL ENC 731 The Superintendency and District-Level Administration

229130	Course modification	ECL ENC 732 Legal & Ethical Issues Facing the Superintendency
229129	Course modification	ECL ENC 734 Educational Finance
228803	Course modification	E E ECE 544 Introduction to Autonomous Robotics
223338	Course modification	IME IME 386 Industrial and Managerial Engineering
233692	Course modification	SOC SOC 322 Self and Social Interaction
232808	Course modification	FCS FCS 342 Child Development in the Family
232328	Course modification	SOC SOC 111 Contemporary Social Problems
232201	Course modification	SOC SOC 308 Immigration: People, Place and Power

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229132	Course deletion	ECL ENC 716 Culture & Community
224184	Course deletion	FIN FIN 660 Readings in Finance
224183	Course deletion	FIN FIN 659 Topics in Quantitative Finance
224182	Course deletion	FIN FIN 655 Practicum in Quantitative Finance
224179	Course deletion	FIN FIN 649 Quantitative Finance Capstone
224178	Course deletion	FIN FIN 639 Uncertainty Analysis and Measurement
224175	Course deletion	FIN FIN 637 Derivatives II
224173	Course deletion	FIN FIN 636 Fixed Income
224171	Course deletion	FIN FIN 633 Quantitative Methods in Finance
224170	Course deletion	FIN FIN 627 Financial Risk Management
224169	Course deletion	FIN FIN 625 Financial Analysis
224165	Course deletion	FIN FIN 624 Capital Budgeting
224157	Course deletion	FIN FIN 623 Multinational Financial Management
233016	Course deletion	SOC SOC 200 Sociology Proseminar

## 2. Curriculum Items requiring a motion

232807	Major addition	FCS Child Life Science
230377	Major addition	C E 4+1 BSCE / MSCE

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230648	Major modification	PSY Psychology
229276	Major modification	C E Construction
225918	Major modification	CS Computer Science
233385	Major modification	MUS Bachelor of Music in Music Education
233384	Major modification	MUS Bachelor of Music in Music Education
232026	Major modification	MUS Bachelor of Music in Performance
232020	Major modification	MUS Bachelor of Music in Music Education
232028	Major modification	MUS Bachelor of Music in Composition
231509	Major modification	ENG English Education
230802	Major modification	ENG English Education

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230356	Program modification	C E Master of Science in Civil Engineering
229749	Program modification	CS Online MS in CS
229265	Program modification	P T Doctor of Physical Therapy

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230123          Concentration Addition          ECL Educational Technology

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229551          Concentration Modification          ECL Higher Education Administration and  
Leadership

229284          Concentration Modification          ECL PreK-12 Education Administration and  
Leadership

225917          Concentration Modification          CS Data Science

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230203          Minor Modification          P T Health

229344          Minor Modification          C E Construction Minor

232029          Minor Modification          MUS Music

## **B. Tenure, Promotion, and Dismissal**

**1. Motion:** to change Faculty Handbook language regarding extending the probationary period as indicated below.

### **Section D. Tenure**

#### **Subsection 4. Policy for Extending the Probationary Period**

Faculty members ~~may~~ **shall** be granted, ~~upon request, a single~~ one-year extension of the probationary period (not to be confused with a leave of absence) under the following circumstances:

- a. **Becoming a parent or legal guardian during the probationary period or in the two years prior to appointment** ~~Adoption or birth of a child; Care of a child, adoption of a child under six years of age, or birth of a child;~~
- b. Need to devote substantial time to the care of a diseased, ill, or injured person, **or one with special support needs;**
- c. Disease, illness, or injury debilitating the probationary faculty member.

**In the case of multiple events (for instance, the birth of a second child, or the birth of a child and the need to care for a seriously ill parent), the faculty member can choose to be granted an additional one-year extension. Additional extensions beyond these two may be granted under extraordinary circumstances.**

In each of the circumstances listed above it is expected that the faculty member is employed full-time and will continue to perform ~~his or her~~ **their** duties as specified in the Faculty Workload Statement, **but evaluation of progress towards tenure with respect to scholarship and creative activity will be suspended during the extension, and the addition of time shall not lead to increased expectations for overall scholarship or creative production to be completed during the probationary period. In no circumstance shall an extension of the probationary period be used for any punitive or adverse action.**

A request, **with supporting documentation**, to extend the probationary period should be made to the department chairperson in writing no later than April 1st prior to the final year of the probationary period. **If the faculty member chooses**, the department chairperson will forward the request to the tenure committee of the department for ~~its consideration~~ **verification of eligibility**. ~~This committee will forward to the chairperson the vote and the explanation to substantiate the recommendation.~~ The chairperson will ~~then~~ forward the ~~committee results~~ **request** along with his or her recommendation to the dean, who will forward this documentation along with his or her recommendation to the Provost and Vice President for Academic Affairs who will ~~render a final decision~~ **approve the process**. This ~~decision should~~ **approval will** reach the faculty member no later than 30 days from the date the department chairperson receives the request. All appeals of the decision of the Provost and Vice President for Academic Affairs will be made through the normal grievance procedures.

### C. Executive Committee

#### 1. Motion to change the Handbook language about meetings of the Board of Trustees I.A.2 pages 1 and 2.

Current language:

I.A.2.

##### 2. Board of Trustees

Bradley University, an Illinois, not-for-profit corporation, is controlled by a Board of Trustees consisting at any given time of not less than 21 and no more than 40 members, including the President of the University. The Board consists of members which include Life Trustees, Term Trustees (elected for six years), two Alumni Term Trustees (elected for six years), and the President of the University. The President reports to the Board of Trustees.

The Board of Trustees is responsible for determining the basic policies which govern the University. It appoints the President, counsels with the President and reviews the President's administration of University affairs.

Officers of the Board are a Chairman, Vice Chairman, Secretary-Treasurer, and such Assistant Secretary-Treasurers as the Board shall elect. **The Board meets quarterly, with sessions on the fourth Friday of January, April (Annual Meeting), July and October.** Ample time is provided at these quarterly meetings for the various committees of the Board to meet, and these committees include Executive, Trustee and Nominations, Academic Planning, Finance and Property, University Advancement, Student Affairs, and Audit.

**Motion to amend Part I.A.2 pages 1 and 2 of the Faculty Handbook as indicated below:**

... The Board meets quarterly, with sessions ~~on the fourth Friday of January, April (Annual Meeting), July and October.~~ **on such dates as determined by the President of the**

University in consultation with the Chair of the Board of Trustees and the University Senate President. Board meetings shall be scheduled so as to avoid conflicts with the Regular Meetings of the University Senate. Ample time . . .

## **2. Motion to change the Handbook language about University Senate Membership**

Current language:

### **ARTICLE II - UNIVERSITY SENATE**

#### **1. Membership**

1. The President and Vice Presidents of the University, Deans of Colleges, the Associate Provost for Information Technologies and Resources, the Registrar, and the immediate Past President of the University Senate shall be ex officio members of the University Senate.

2. The Student Senate...

**Motion to amend Part I.E, Article II.1. Membership, Page 10 as indicated below:**

### **ARTICLE II - UNIVERSITY SENATE**

#### **1. Membership**

1. The President, ~~and the Provost and Senior Vice President for Academic Affairs, the Vice President for Student Affairs, the~~ Deans of the Colleges, ~~the Associate Provost for Information Technologies and Resources,~~ the Chief Information Officer, the Registrar, ~~the President of the Staff Council, the Vice President of the Staff Council, and~~ the immediate Past President of the University Senate shall be ex officio members of the University Senate.

2. The President of the University, in consultation with the President of the University Senate, may appoint two additional representatives who shall be selected from Bradley administration, staff or faculty, and who shall be voting members of the University Senate. These appointments shall be two-year terms and are renewable.

3. The Student Senate...

## **VI. Old Business**

## **VI. New Business**

## **VII. Adjournment**



Fourth Regular Meeting Minutes  
2022-2023 Bradley University Senate  
3:10 p.m., Thursday, December 7, 2022  
Ballroom A, Michel Student Center



## MISSION:

Bradley University empowers students for immediate and sustained success in their personal and professional endeavors by combining professional preparation, liberal arts and sciences and co-curricular experiences. Alongside our dedication to students, we embrace the generation, application and interpretation of knowledge.

### **I. Call to Order**

The meeting started at 3:10 PM.

### **II. Announcements**

0. The meeting is being recorded.

### **III. Approval of the Minutes of the Third Regular Meeting of the 2022-2023 University Senate, November 17, 2022**

See attached Minutes

**Motion to approve the 3<sup>rd</sup> regular meeting minutes from 2022-2023**

**Mat Timm (motion), Eden Blair (2<sup>nd</sup>)**

**The motion carries unanimously.**

### **IV. Report from Administrator – President Standifird**

- i. Announcement about Dr. Sarah Glover being appointed to the newly created position of Special Assistant to the President for Student Retention and Graduation.



- ii. Marketing department of the Foster College – Jim Muncy has offered to make a video, and the President offered a personal meeting with Jim and the marketing folks to discuss ideas.
- iii. Students are upset with Wifi. Zach Gorman described that they are working through the issues (e.g., Wifi printers, individual routers that students bring in, etc.).
- iv. Live streaming Senate meetings again – there has been a request for this, which is being considered and will be discussed with Senate Exec.

**V. Report from the Student Body President** (n/a, David Daye was not in attendance)

**VI. Reports from Committees**

**A. Curriculum and Regulations**

**1. Curriculum Consent Items**

227788	Core curriculum addition	HIS HIS 451 Global Hist Colloquium
227541	Core curriculum addition	HIS HIS 450 US History Research Seminar
227249	Core curriculum addition	HIS HIS 353 Public History
224944	Core curriculum addition	COM COM 326 Digital Analytics
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229369	Course addition	COM COM 308 Podcasting & Audio Storytelling
228357	Course addition	MUS MUS 371 Music and Sound for Screen Projects
228354	Course addition	MUS MUS 172 Music and Sound for Games
227945	Course addition	MUS MUS 171 Survey of Game Music
227250	Course addition	HIS HIS 353 Public History
227186	Course addition	WLC WLT 340 Topics in Global Literatures
226872	Course addition	HIS HIS 384 Environmental History
225762	Course addition	CHM CHM 199 Directed Studies in Chemistry and Biochemistry
222832	Course addition	E E ECE 398 Vertical Integrated Project
222830	Course addition	E E ECE 305 Microcontroller Architecture, Programming and Applications
222829	Course addition	E E ECE 304 Advanced Electronics and Integrated Circuits
221578	Course addition	E E ECE 214 Linear Circuits Analysis and Design
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228802	Course modification	E E ECE 444 Introduction to Autonomous Robotics
227373	Course modification	RLS RLS 332 Western World Religions
227372	Course modification	RLS RLS 331 Eastern World Religions
222831	Course modification	E E ECE 322 Electronics and Interfacing Laboratory
221580	Course modification	E E ECE 221 Circuits and Systems Laboratory

No motion needed for these items. Approved unanimously.

**2. Curriculum Items requiring a motion**

227943	Major addition	MUS Music for Video Games
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222824	Major modification	E E Robotics and Controls
222823	Major modification	E E Electrical Engineering with Computer Option
222822	Major modification	E E Electrical Engineering

**Motion to approve the addition and modifications.**

**Wendy Schweigert (motion)**, (2<sup>nd</sup> not required)

**The motion carries unanimously.**

**B. Tenure, Promotion, and Dismissal**

**1. Motion:** to change Faculty Handbook language regarding extending the probationary period as indicated below (see attached report for rationale and further explanation).

**Section D. Tenure**

**Subsection 4. Policy for Extending the Probationary Period**

**Extending the probationary period is colloquially known as “stopping the clock,” which the AAUP notes is “a bit of a misnomer.”\* Therefore, we are electing to refer to this as “extending the probationary period” in line with historical faculty handbook standards.**

**Qualified** faculty members ~~may~~ **shall** be granted, ~~upon request, a single~~ one-year extension of the probationary period (not to be confused with a leave of absence) under the following circumstances:

a. **Adoption or birth of a child;** ~~Care of a child, adoption of a child under six years of age, or birth of a child;~~

b. Need to devote substantial time to the care of a diseased, ill, or injured person, **or one with special support needs;**

c. Disease, illness, or injury debilitating the probationary faculty member.

**In the case of multiple events (for instance, the birth of a second child, or the birth of a child and the need to care for a seriously ill parent), the faculty member can choose to be granted one additional extension. Additional extensions beyond these two may be granted under extraordinary circumstances.**

In each of the circumstances listed above it is expected that the faculty member is employed full-time and will continue to perform ~~his or her~~ **their** duties as specified in the Faculty Workload Statement, **but evaluation of progress towards tenure with respect to scholarship and creative activity will be suspended during the extension, and the addition of time shall not lead to increased expectations for overall scholarship or creative production to be completed during the probationary period, nor would it impact eligibility for sabbatical leave.**

A request, **with supporting documentation**, to extend the probationary period should be made to the department chairperson in writing no later than April 1st prior to the final year of the probationary period. **If the faculty member chooses**, the department chairperson will forward the request to the tenure committee of the department for ~~its consideration~~ **verification of eligibility**.

~~This committee will forward to the chairperson the vote and the explanation to substantiate the recommendation. The chairperson will then forward the committee results~~ **request** ~~along with his or her recommendation to the dean, who will forward this documentation along with his or her recommendation to the Provost and Vice President for Academic Affairs who will render a final decision~~ **approve the process**. This ~~decision should~~ **approval will** reach the faculty member no

later than 30 days from the date the department chairperson receives the request. All appeals of the decision of the Provost and Vice President for Academic Affairs will be made through the normal grievance procedures.

**\* AAUP p.2 of the 2022 AAUP Survey of Tenure Practices, 2022**  
([https://www.aaup.org/file/2022\\_AAUP\\_Survey\\_of\\_Tenure\\_Practices.pdf](https://www.aaup.org/file/2022_AAUP_Survey_of_Tenure_Practices.pdf))

**Motion for the proposal.**

**Mat Timm (motion), Eden Blair (2<sup>nd</sup>)**

**Motion to amend the language to remove the introductory paragraph and the associated footnote at the bottom.**

**Kristi McQuade (motion), Jackie Hogan (2<sup>nd</sup>)**

**The motion carries unanimously.**

**Motion to amend the language in section A to add becoming a parent or legal guardian during the probationary period or in the two years prior to the appointment and striking adoption or birth of a child.**

**Kristi McQuade (motion), Mat Timm (2<sup>nd</sup>)**

**The motion carries unanimously.**

**Motion to amend the language below section C to include the term “one year” (regarding the extension).**

**Kristi McQuade (motion), Mat Timm (2<sup>nd</sup>)**

**The motion carries unanimously.**

**Motion to amend the language to remove the sabbatical leave language.**

**Kristi McQuade (motion), Mat Timm (2<sup>nd</sup>)**

**The motion carries, one opposed.**

**Motion to amend the language to add, “In no circumstance shall an extension of the probationary period be used for any punitive or adverse action.”**

**Jackie Hogan (motion), Mat Timm (2<sup>nd</sup>)**

**The motion carries unanimously.**

**Motion to amend the amendment including considerations for sabbatical. There was discussion that this was not necessary.**

**Ethan Ham (motion), Mat Timm (2<sup>nd</sup>)**

**Motion did not pass.**

**Motion to amend and remove the word “qualified.”**

**Lee Newton (motion), Kristi McQuade (2<sup>nd</sup>)**

**The motion carries unanimously.**

Kristie McQuade asked for clarification about “supporting documentation” and who will see this documentation (e.g., HR for medical documents).

Teresa Drake suggested that the clarifying decisions about supporting documentation will go through HR and legal review before we vote on this during the next meeting.

## **VII. Reports from Administrator**

### **A. President Standifird – please see above**

### **B. Provost and Senior Vice President for Academic Affairs Zakahi**

- i. Office changes – the Honors Program is located in the library (room 218) and CTCL (Center for Teaching Excellence and Learning) has moved down the hall (room 216). Also, Continuing Ed has moved to the back RLI Suite and there are other plans for office moves during the winter break.
- ii. Announcement from Jobie Skaggs for Kyle Dzapu: “Dr. Dzapu has decided that this will be her final year serving as the director of the honors program. Bradley’s honors program is 36 years old and has been directed by Dr. Dzapu for the past nine years. Honors supports more than 425 students from each of our five colleges, and 92% of those students graduate within four years. During her tenure, Dr. Dzapu has had a significant impact on Honors. For instance, she created, directed, and taught the Honors study abroad, created the Honors living learning community housed in Williams Hall, expanded the Honors living learning community to St. James apartments for upper-division honors students, and added an assistant director to assist with student support activities and advising. We are grateful for Kyle’s service and celebrate increased opportunities for more students to benefit from her success as an educator, scholar, and internationally accomplished flutist. Please join me in thanking Dr. Dzapu.”
- iii. There will be a forum to provide information about the advising program in the spring semester.
- iv. A question was raised about academic dishonesty issues and that the policy is mainly about plagiarism and not fully including other forms of academic dishonesty. Provost Zakahi suggests to look at this within C&R and possibly forming an ad hoc committee.

## **VIII. Old Business - none**

## **IX. New Business - none**

## **X. Adjournment**

**Meeting ended at 4:21pm**

UNIVERSITY SENATE MEETING SIGN IN SHEET –

SENATORS

Meeting Date:

12/7/22

Name		Name	
Anderson, Warren		Kelly, Todd	TK
Arquette, Cecile	Cecile Arquette	Khodair, Yasser	
Ball, Justin	Justin Ball	Kimberlin, Kevin	KKR
Blair, Eden	Eden Blair	Kindler, Andy	AK
Borton, Rachel	Rachel Borton	Lewer, Joshua	JL
Brammeier, Heather	Heather Brammeier	Lukowiak, Twila	TL
Burroughs, Meghan	M. Burroughs	Marsh, Christopher	CM
Carty, Tom	Tom Carty	McAsey, Mike	M. M.
Cisneros, Adolfo	Adolfo Cisneros	McQuade, Kristi	KM
Clark, Jessica	Jessica Clark	Miller, Johanna	
Cox, Sheryl	Sheryl Cox	Moon, Daniel	
Davison-Aviles, Robert	Robert Davison-Aviles	Morris, Marty	M-M
Daye, David	David Daye	Mou, Libin	
Drake, Teresa	Teresa Drake	Muncy, Jim	JM
Erickson, Deborah	Deborah Erickson	Nair, Kalyani	Kalyani
Ford, Heather	Heather Ford	Newton, Lee	LN
Frazier, Meg	Meg Frazier	Nielsen, John	JN
Genovese, Erin	Erin Genovese	Petravick, Simon	Simon Petravick
George, Burl	Burl George	Portocarrero, Melvy	MAR
Getz, Dan	Dan Getz	Rommel, Megan	MAR
Gillespie, Oscar	Oscar Gillespie	Reynolds, Chris	
Glassmeyer, Danielle	Danielle Glassmeyer	Schnupf, Udo	Udo
Gore, Bryce	Bryce Gore	Schweigert, Wendy	WS
Gorman, Zach	Zach Gorman	Shastry, Prasad	PS
Grandstaff, Jaime	Jaime Grandstaff	Spires, Todd	
Gribb, Molly	Molly Gribb	Standifird, Stephen	SS
Grugan, Amy	Amy Grugan	Stern, Travis	TS
Ham, Ethan	Ethan Ham	Stover, Naomi	NS
Hawkins, Samuel	Samuel Hawkins	Thomas, Nathan	NT
Hogan, Jackie	Jackie Hogan	Timm, Mat	M. T.
Huberman, Jeffrey	Jeffrey Huberman	Williams, Chris	CR
Jones, Chris	Chris Jones	Way, Jamie	JW
Kastberg, Erin	Erin Kastberg	Zakahi, Walter	WZ
Kelly, Joe	Joe Kelly		

