

MARQUETTE UNIVERSITY
Office of the Provost
University Academic Senate Minutes
May 11, 2009 – Approved August 31, 2009

- I. Call to Order. The meeting was called to order at 3:06 pm. Dr. Thorn led the group in prayer.
Members Present: Dr. Margaret Bloom, Prof. Bruce Boyden, Dr. Margaret Callahan, Dr. Sharon Chubbuck, Fr. Michael Class, Dr. James Courtright, Dr. Evelyn Donate-Bartfield, Prof. Edward Fallone, Dr. Marilyn Frenn, Dr. Kristin Haglund, Dr. Jadwiga Hjertstedt, Dr. Diane Hoeveler, Mrs. Susan Hopwood, Dr. Jeanne Hossenlopp, Mr. Stephen Hudson-Mairet, Mr. John Jentz, Dr. Sarah Knox, Dr. Edward Korabic, Dr. Christine Krueger, Dr. Cheryl Maranto, Dr. Daniel Meissner, Dr. Alexander Ng, Dr. Kristy Nielson, Dr. John Pauly, Mr. Jason Rae, Mr. Raymond Redlingshafer, Dr. Linda Salchenberger, Dr. Lawrence Soley (sub for Dr. Steven Goldzwig), Dr. James South, Dr. Siddhartha Syam, Dr. Steven Taylor, Dr. William Thorn, Dr. G.E. Otto Widero, Dr. William Wiener and Dr. Wanda Zemler-Cizewski.

Member Excused: Ms. Kristen Hickman, Dr. Anne Pasero, and Ms. Janice Welburn.

Members not present: Dr. William Cullinan and Dr. Alexander Drakopoulos

Guests present – Dr. David Buckholdt, Dr. Richard Fehring, Dale Kaser, Dr. Gary Levy, Mr. Chuck Lamb, Ms. Georgia McRae, Dr. Charles (Steve) Melching, Ms. Linda Milson, Dr. Susan Mountin, Ms. Erica Perez (Journal Sentinel Reporter), Ms. Mary Pat Pfeil, Ms. Alix Riley, and Dr. Christine Shaw.

- II. Approval of April 20, 2009 Minutes
VOTE: 35 Yes, 0 No, 0 Abstentions, motion passes.

- III. Chairperson's Report – Dr. William Thorn
Dr. Thorn thanked all the members on the various subcommittees for their time and service.

Dr. James Courtright provided an interim report on elections noting that 314 responses from faculty have been received thus far. He had concerns as the by-laws do not specify if a dean or associate dean can vote. Also a matter he would like to have the UAS address is the length of time to hold the elections open. What would a suitable length be, possibly seven full days?

- IV. Provost Report – Dr. John Pauly
Provost Pauly thanked Mr. Jason Rae for his four years of service to the University Academic Senate. The faculty choir did a wonderful job of performing at the Pere Marquette dinner. Currently the deposits for Fall 2009 are at 1988. The Administration is confident that we will make our budget for next academic year. Darren Jackson will be the next Board of Trustees Chair. There will be a moratorium on program reviews for the 2009-2010 academic year.

- A. Motion to revise Faculty Handbook to add new faculty title
Motion was made to create a new faculty title of [please insert the correct title] in the School of Fine Arts. Accreditation had been delayed in the Theatre Department until several changes could be made, one being to add a specific faculty title for artistic faculty in the area of performing arts.

VOTE: 35 Yes, 0 No, 0 Abstentions, motion passes.

B. Faculty Salary and Promotion and Tenure

Twenty-nine faculty went up for promotion to Associate Professor. Of those candidates fifteen were male and 14 were female. Twenty-six candidates were promoted, 13 male and 13 female. Of the three candidates who were not promoted one was male and one female and both were time bound. Also one male candidate went up early and was also not approved.

Six faculty went up for the promotion to full professor. Five men and one woman were all approved.

A memo regarding salary information was distributed to the Senators. A discussion ensued. The Provost noted that the 60% AAUP level provided as a comparison is not Father Wild's benchmark or a firm target. This year Marquette was giving increases in faculty salaries when many institutions were not because of the economy. Promotion salary increases continue to be helpful.

Faculty noted that they were very pleased with the transparency. This was more information than the faculty had been provided in the past.

V. Report of Boards and Standing Committees

A. Faculty Council

1. Report of the Subcommittee on Retiree Health Benefits

Health care is a large expense for the faculty and will continue to grow as the faculty matures in age. As more faculty move towards retirement, it would be prudent to encourage this process by addressing the issue of health insurance for retiring faculty.

Propose 2 steps:

- a. One of the critical issues is for colleagues who are looking at retiring before they are eligible for Medicare (pre-age 65). What is the fiscal impact of providing health insurance until they reach age 65?
- b. The feasibility of a phased retirement program to replace the current system of tenure buyout. One problem is that Medicare starts at age 65 and social security starts later (at age 66). Is it possible for a phased or partial retirement plan to be designed that will encourage older faculty to take retirement rather than stay full time?

These issues if addressed would need the collaboration with individuals from Human Resources and Finance. A question was raised on how this issue reflects the quality of delivery of education to the Marquette students. Also, is this a matter for just tenured faculty as is currently being discussed or for all faculty such as clinical?

A motion was seconded that these items be looked into further by the Faculty Welfare Committee.

VOTE: 33 Yes, 0 No, 0 Abstentions. The motion passes.

2. Report on the Use of Adjunct Faculty

It was noted that there is not one universal model of "adjunct" and that the term is used differently to describe different non-tenure track employees throughout Marquette. . The use of Adjuncts is important when a unit is being reviewed for Accreditation. Marquette is well within the national norms. What needs to be addressed is whether some units overuse adjuncts and what are the alternatives in terms of teaching load, compensation and benefits? Is the present use of adjuncts something that fits with our current goal of the orderly replacement of maturing and retiring faculty with an appropriate mix of tenure track and non-

tenure track faculty?

Motion to move the recommendation to have this matter reviewed by Committee on Academic Policy was seconded.

VOTE: 33 Yes, 0 No, 0 Abstentions. The motion passes.

B. Committee on Faculty Welfare - Faculty Exit Survey Draft

Only two small suggestions were made to include questions such as:

- Within your department how did you feel about diversity/gender or equity issues?
- Add a question to clarify if the faculty was tenure track or some other type.

Please forward comments to Dr. Melching.

VOTE: 33 Yes, 0 No, 0 Abstentions. The motion passes.

VI. Task Force on Teaching Evaluations

A presentation was given by Dr. Brian Brush. Concerns were voiced on how this data is used in terms of Promotion and Tenure. The data is only one component of what is used for determining Promotion and Tenure. Surveys are adaptable for various disciplines and different courses.

A motion was made to move the Task Force on Electronic Course Evaluation Processes (MOCES) to the Committee on Teaching and the Committee on Academic Policies and Issues.

VOTE: 23 Yes, 0 No, 0 Abstentions. The motion passes.

VII. Committee Annual Reports

- A. University Board of Undergraduate Studies
- B. University Board of Graduate Studies
- C. Faculty Council
- E. Committee on Academic Policies & Issues
- F. Committee on Faculty Welfare
- G. Board of Student Media
- H. Committee on Committee and Elections
- I. Committee on Research
- J. Committee on Teaching
- K. University Assessment Committee
- L. University Library Board

A motion was made to receive the above mentioned reports.

VOTE: 23 Yes, 0 No, 0 Abstentions. The motion passes.

The meeting adjourned at 5:33 pm.