

Marquette University Faculty Council
Minutes of the September 11, 2008 meeting

Present: Ed Fallone (Chair), Michael Duffey, Ana Garner, Lisa Hanson, John Jentz, Michelle Mynlieff, Maureen O'Brien, Julie O'Keefe, Scott Reid, Elise Sampson, Sid Syam

1. Welcome and Introductory Remarks

Chairperson Ed Fallone welcomed the newly elected members of the council, and summarized the role of the faculty council (FC) in view of the new faculty governance structure. The FC is charged with discussing and vetting issues of concern to the faculty, and thereafter providing the Academic Senate (AS) with a statement of the problem, a summary of the council's discussion of that problem, and suggested alternatives or changes. The AS will then direct the issue to the appropriate body, which will be charged with developing a concrete proposal.

The chair noted that the council is charged with providing an annual report on the state of shared governance, which assesses the effectiveness of communication and collaboration.

Questions were raised as to how faculty can convey issues of concern to the council, and it was noted by John Jentz that the council meetings are open to any faculty member. The chair charged the council with informing faculty in their respective units of the council and its work.

2. Old Business

a) Provost's report on salaries

A copy of the Provost's report on salaries was distributed and discussed. In an effort to reach the AAUP 60th percentile, a three year, \$3 million initiative was implemented, which succeeded in the final year (2007) in moving Marquette to within some \$700,000 (in total) of the AAUP 60th percentile mark. Last year, however, most of this gain was lost, as we slipped back to almost \$1,900,000 from the mark. Moreover, a significant gender gap still remains.

The general reasoning behind the 60th percentile mark was discussed. Michelle Mynlieff suggested that the lack of a cost-of-living increase was behind the failure to keep the gains realized in the three-year plan. Lisa Hanson noted that it was very difficult to obtain information that would provide insight into the gender gap, and the issue of transparency on salaries and other matters was emphasized.

John Jentz distributed a statement which summarized the May 7, 2008 discussion of the FC on the Provost's report. After some discussion, the following questions emerged for further study:

- *Why has the salary gap (between MU and the AAUP 60th percentile) returned?*
- *Is MU's goal to reach the 60th percentile and remain there?*
- *If so, what will be the approach to reach this goal?*

b) Room Scheduling Issues

Last spring, the FC submitted a proposal regarding room scheduling procedures. In the first few weeks of the semester and during finals week, the Registrar's office is responsible for room scheduling. In between those dates, the responsibility falls to Events Management. Inexplicably, these offices use different scheduling software, and a proposal was made by the FC to standardize the software. This proposal was tabled by the AS in April 2008. The chair suggested that the FC collect information on issues involved with room scheduling and bring this matter up for discussion at a later date.

c) Grade Deadline Issues

Also last spring, the FC submitted a proposal regarding extension of the deadline for submission of grades. This proposal was referred to the Board of Undergraduate Studies in February 2008. The chair opened discussion on this issue by noting that the primary driver for the deadline in the fall is the need to provide RWAR (Request to Withdraw for Academic Reasons) students with sufficient time to appeal, while in the spring the driver is graduation. Discussion on these issues pointed to several possibilities for the RWAR issue, including: a) evaluating RWAR status annually, and b) reducing the time for appeal. For the graduation issue, suggested alternatives included: a) not handing out diplomas at graduation, a procedure followed by many colleges and universities, and b) setting an earlier deadline for graduating seniors. The latter was an option under the old system, but apparently is not available with CheckMarq. Michelle Mynlieff agreed to draft a new statement on this issue and bring it to the October meeting.

3. New Business

a) Child care center

A memo from Steve Duffey was distributed which described changes at the MU Childcare Center. In order to reserve more spots for children of faculty and staff, the center was being expanded; however, this necessitated changes to some center policies. Chief among these was the requirement of a 12 month enrollment.

b) Retiree health benefits

The retiree health benefits subcommittee of the FC is examining potential gaps in health care coverage for those taking early retirement. Sid Syam and Ed Fallone will be meeting with Steve Duffey on this issue.

c) Forums

Elise Sampson presented information related to a possible forum on concealed carry – this will be discussed in detail at the next meeting.