I. Call to Order and Reflection by Dr. Guy Simoneau.

The meeting was called to order at 3:02 pm

Members in Attendance: Dr. Albert Abena, Dr. Lea Acord, Dr. Robert Bishop, Mr. John Brenner, Prof. Patricia Cervenka, Fr. Michael Class, S.J., Dr. James Courtright, Dr. Evelyn Donate-Bartfield, Dr. Marilyn Frenn, Dr. Steven Goldzwig, Ms. Ann Hanlon, Dr. Jeanne Hossenlopp, Dr. Sandra Hunter, Dr. Peter Jones, Dr. Sarah Knox, Dr. Christine L. Krueger, Dr. Cheryl Maranto, Dr. Daniel Meissner, Dr. Gary Meyer, Dr. Maureen O’Brien, Dr. John Pauly, Fr. Philip Rossi, S.J., Dr. Linda Salchenberger, Dr. Guy Simoneau, Dr. James South, Dr. John Su, Dr. Siddhartha Syam, and Dr. Joyce Wolburg, and Dr. Wanda Zemler-Cizewski

Members Excused: Prof. Bruce Boyden, Dr. Robert Deahl, Dr. Heidi Schweizer, and Dr. Otto Widera

Members Not Present: Dr. William Cullinan, Dr. Alexander Drakopoulos, Ms. Jilly Gokalgandhi, Mr. John Helfin, Mr. Terrence Neumann, and Dr. William Thorn,

Guests Present: Dr. Eugenia Afinoguenova, Dr. Raquel Aguilu de Murphy, Dr. Lori Bergen, Mr. Matt Blessing, Ms. Sandra Cleveland, Dr. Kerry Egdorf, Fr. John Fitzgibbons, S.J., Dr. Dennis Garrett, Dr. Robert Griffin, Dale Kaser, Dr. Barrett McCormick, Ms. Judi McMullen, Dr. Timothy Melcher, Dr. Susan Mountin, Ms. Mary Pat Pfeil, Mrs. Dawn Smith, and Dr. Meghan Stroshine

II. Approval of April 18, 2011 Minutes

The minutes were motioned for approval and seconded.
A vote was taken. The minutes were unanimously approved.

III. Provost Report- Dr. John Pauly

Father Wild Tribute

- May 17 starting at 3 p.m. Campus Tribute to Father Wild in Monaghan Ballroom.
- Faculty will receive invite to Legacy of Leadership event (Community event honoring Fr. Wild) on June 16 at the Bradley Center. Tickets will be at a reduced rate of $100.

Enrollment Update

- We have over 2,000 Freshmen deposits for Fall 2011. While we are past the May 1st decision date, some students will cancel their deposits, and we will still get in some late deposits. We should be well within our target that was 1850 - 1950.
- Full time transfers still have until June 1st to make an enrollment decision for Fall 2011.
- Data as of today: 2,033 deposits (127 ahead of this point last year). All colleges are ahead of last year in deposits except: Communication – 24 behind but 23 ahead of 2 years ago; Education – 28 behind , 5 behind of 2 years ago; Nursing – 2 behind but 12 ahead of 2 years ago.

Inquiry: Has the discount rate been adjusted for this year?

Dr. Pauly: It was about 38%, which is still competitive. Some Jesuit schools are at higher rates. This year extra awards were not given at the last minute as they had been in the past.
Fundraising Update

- Trustee Rhona Vogel will soon donate $500,000 to be used for scholarships for students in the College of Business of Business Administration. Ms. Vogel, a 1976 graduate, said she expects to increase her gift in the years ahead. In addition, she has pledged an estate gift of at least $7 million, also for scholarships.
- An alumni couple will give $5 million for a new faculty chair in Engineering. This will be the fourth endowed chair in the college.
- There are also two $1 million gifts to the Department of Theology, one for a professorship and the other with details still being finalized.

Online Bulletin Update

- Last year, as reported to the UAS in September, the University purchased CourseLeaf, a cutting-edge software application that will enable the university to shift the Bulletin from paper to online digital format. Our goals for this project were two-fold:
  1. To facilitate the creation of robust online, searchable bulletins for Marquette.
  2. To manage Marquette’s intensive paper-laden, manual curriculum process.
- The project began in August 2010, and by the end of May the online Undergraduate, Health Science Professional and Law School bulletins will open to the public.
- The Graduate, GSM and Dental bulletins will follow in July.
- Training is already underway for the online curriculum approval and distribution process and will begin for the 2012-13 bulletin cycles in June, 2011.

Promotion and Tenure Results

Associate Professor with Tenure
- 16 applied for promotion to Associate Professor with Tenure (5 men and 11 women)
- 16 awarded promotion with tenure

Professor
- 8 applied for promotion to Professor (5 men and 3 women)
- 6 promoted: 4 men and 2 women

Faculty Salaries

Faculty Salary Report

The annual faculty report and the average salary comparison report for Jesuit Institutions was distributed to all senate members.

Assistant Professor:
- For average compensation, MU is at the 60th percentile of all doctoral institutions.
- For average salary, MU is $1,264 below the 60th percentile of all doctoral institutions.

Associate Professor:
- For average compensation, MU is $173 below the 60th percentile of all doctoral institutions.
- For average salary, MU is $3,047 below the 60th percentile of all doctoral institutions.

Professor:
- For average compensation, MU is $5,916 below the 60th percentile of all doctoral institutions.
- For average salary, MU is $7,190 below the 60th percentile of all doctoral institutions.

Compared to UW-Madison:
- For Assistant Professors, MU’s average salary is $2,500 below UW-Madison. MU’s average compensation is $7,600 below UW-Madison.
- For Associate Professors, MU’s average salary is $4,300 below UW-Madison. MU’s average compensation is $7,000 below UW-Madison.
- For Professors, MU’s average salary is $500 ahead of UW-Madison. MU’s average compensation is $1,500 below UW-Madison.

Responding to an inquiry about gender inequalities in faculty salaries, Dr. Pauly indicated that there were about a dozen cases last year that required attention, but he has not yet looked at the figures for this year. He also responded to an inquiry about the possibility of the Subcommittee on Equity examining salary results by stating that he would look into it and report back at the next senate meeting.

IV. Chair’s report – Dr. Christine Krueger
   a. Report of UAS officer/EC election results; introduction of new senators
      The UAS Officers for the 2011/2012 academic year will be:
      Chair – Dr. James South.
      Vice-Chair – Dr. Steven Goldzwig
      Secretary – Dr. Lea Acord
      Executive Committee Members – Dr. John Su and Dr. Peter Jones (at the time of the meeting the Dean Representative had not been named)
   b. Announcement of AAUP representative visit
      The university does have a AAUP chapter. If you have questions please forward them to Dr. South. The Chair thanked those who were in attendance at the recent meeting.
   c. Report on Revitalizing Marquette meeting on decision-making structure
      The final report is posted on the group’s website. Ms. Hillary Braseth, one of the group’s founders, has met with Fr. Pilarz briefly last week.
   d. Report on meeting with Board of Trustees Subcommittee on Academic Excellence
      The Chair and Vice-Chair met with the BOT subcommittee and advocated for increased support for research, aligning resources and strategic planning, and increased emphasis on graduate education. The Chair thanked the Provost for making this meeting possible, and hoped that the relationship between the subcommittee and the senate would continue to grow stronger.
   e. The Chair’s End of the Year Report
      
      UAS Chair’s End of Term Report/ Christine L. Krueger, May 9, 2011
      If someone had set out with the express purpose of killing off the current shared governance structure at Marquette, they couldn’t have done much better than to orchestrate the events which have taken place over the past two years. The basic trust between the partners in shared governance—faculty and administration—starts with the statutes by which the UAS is constituted, which were approved by Fr. Wild and the Board of Trustees. I continue to be in awe of the faculty task force on shared governance, convened by Madeline Wake, for the tremendous job they did in creating this structure. Yet, the statutes have proven vulnerable to reinterpretation and sometimes been ignored. Next year’s UAS will need to be vigilant in ensuring that the statutes are not only thoroughly understood by all partners, but abided by. This will include working closely with Fr. Pilarz, especially as a process is created for dean searches.

      In the eyes of some, the shared governance structure has become too discredited to provide viable representation of faculty in university decision making. I have some sympathy with this view, but I am also cognizant of the enormous leadership talents on this body and on standing committees. Marilyn Frenn and the
FC worked with trustee Dick Fotsch to bring about the first-ever open meeting between faculty and a trustee, and I am confident that will have long-lasting effects. In a model of the shared governance process, Lisa Hanson and the Subcommittee on Equity brought forward a thoroughly researched proposal for LDA benefits, which brings Marquette practice in closer alignment with its stated values. Sandi Cleveland, chair of UBUS, spearheaded an important initiative on academic integrity which continues next year. Co-chairs Judi McMullen and Matt Blessing and the CFW presented a revised retirement policy, which represents years of work by faculty who took time from their teaching and scholarship to research an issue which should be as urgent a concern to administration responsible for the financial well-being of the institution as it is for faculty—whose attention to this issue cannot be construed as narrow self-interest. Lea Accord and CAPI put expertise, research and creativity into helping us think through some knotty and delicate problems of shared governance. Provost Pauly continued to put Dale Kaser and Kim Newman at the service of the UAS, and we could not function without them. There are many other instances of faculty committees working indefatigably and in good faith on behalf of students, colleagues, and the institution. If there were a prize for service, we’d have a lot of contenders. My vote would probably go to Dan Meissner, who had the most thankless job of all, without even the compensation of a course release, putting together full slates of candidates for UAS elections at a time when he must often have felt as welcomed as a cold-caller trying to sell investments in mortgage securities over the phone.

From my perspective, two things will be crucial going forward. The first comes out of our September discussion of academic leadership qualifications, namely, that Marquette support leadership training. The American Council on Education, AJCU, AAUP, and other organizations provide such training. We should insist that faculty governance leaders are offered opportunities for training through a wide range of such programs.

The second is related to the first, namely, that an informed faculty stands a better chance of meaningful participation. I realize that so many demands are made upon our time so as to make informing ourselves regarding our institution and national higher education generally seems absurd. Without such an effort, however, we are severely limited in our ability to deliberate. Shared governance does not mean a constant power struggle. Rather, it should be various members of the MU community looking at the same reality, while abiding by the same rules. Gary Levy left us with a robust source of information about Marquette on the website of OIRA. Marilyn Frenn has been gathering information about shared governance at other AJCU institutions, and I hope that will be made available in a conveniently accessible format. AAUP offers comparative data on faculty. The US government’s Integrated Postsecondary Education Data System (Google IPEDS) enables comparison of Marquette with other institutions on a wide range of variables. We need to inform ourselves about norms nationwide. Often, this has the result of revealing to us what’s truly admirable about Marquette. I hope the UAS continues to have opportunities to question key administrators, as we tried to do this year. Finally, we need to look at how other Catholic institutions handle the relationship between Catholic identity and academic freedom, an issue with crucial implications for shared governance. It is striking to me that the 2010 winner of the AAUP award for academic freedom was Patricia Ann McGuire, president of Trinity University, a Catholic university in Washington, D.C. and that Mary Burgan, secretary general of AAUP from 1994-2004, was the 1992 Association of Marquette University Women’s chair holder, and in 1999 was awarded an honorary doctorate by Marquette. Apparently, there are ways of joining Catholic identity and academic freedom without compromising either. Maybe we should ask these people how this can be done.

Over the course of next year, Marquette will be preparing its self-study for the 2013 reaccreditation visit by the Higher Learning Commission (formerly North Central). Both in its last reaccreditation report and in the 2009 report on its focused site visit on assessment, HLC urged Marquette to align decision-making and resource allocation with evidence in a shared governance process. This is but one incentive for us all to make the shared
governance process work. HLC is only lending its support to what everyone who works hard on shared governance wants—for this process to have meaningful outcomes.

The events of the past couple of years have dealt some blows to shared governance, but it's far from dead, and today we welcome new leadership and new senators to the UAS. As a faculty member, I'm grateful to the new officers, executive committee members, and senators, as well as those serving on standing committees, who will be taking up the important work of building shared governance.

The new senate members in attendance introduced themselves.

V. Vice Chairs Report – Dr. Marilyn Frenn
   a. Faculty Council Annual Report
      The Vice-Chair thanked Dr. Krueger for her service and everyone who stepped forward to run for election. She then referred the senate to the Faculty Council report that had previously been distributed to all members. (See FC Annual Report on the UAS website for details.)

      There was a discussion regarding if there was a faculty member on the University Budget Committee that should be reporting back to the UAS. Dr. Pauly shared with the group that the budget committee does not set the budget or its allocations. A senator inquired if information on how faculty serve on this type of committee at other Jesuit institutions was available.

      A motion was made to acceptance of the report. A vote was taken.
      28 – Yes 0 – No 0 – Abstentions The Report was unanimously accepted.

VI. Other business
   a. Annual reports:
      1. Board of Student Media
         No questions or discussion
      2. Committee on Academic Policies and Issues
         It was noted that business can be generated by anyone (Provost or faculty). No additional questions or discussion.
      3. Committee on Academic Technology
         No report
      4. Committee on Committees and Elections
         No questions or discussion
      5. Committee on Faculty Welfare
         No questions or discussion
      6. Committee on Research, Dr. Charles Melching, Chair
         UAS received the summary report prepared for Fr. Pilarz, S.J. There was an inquiry has to why only one award was given this year. Dr. Hossenlopp indicated that it was a budget matter as a result of the economy. Another senator inquired if the majority of summer faculty fellowships had been given to junior faculty. Dr. Hossenlopp indicated that it was fairly even in terms of distribution but that she will look into reporting this information broken down by faculty in the future.
      7. Committee on Teaching
         Inquiry: Is the Teaching Excellence Award criteria fair for smaller departments? Dr. Garrett indicated that requirements were revised yearly for fairness and that nominations also come from student groups. Dr. Meyer noted that student groups are forwarding
nominations. Dr. Meyer share with the group that there was approximately 200
nominations of which 70 names were presented. A discussion ensued on how nominated
names can go from 70 down to 10, if not by voting. Each of the top 10 candidates had
between five and seven letters of support each.

8. University Board of Graduate Studies

The federal government has recently implemented strict guidelines that require that eligibility for
federally-subsidized loans be terminated if it is determined that a student is not making satisfactory
academic progress (SAP). One of the measures of SAP is whether a student graduates within the
timeframe that the institution allows for completion of the degree. If MU were to keep six years as
the time allowed for completion of a doctoral degree, then financial aid would be terminated for
anyone who exceeds six years. There is a procedure for the student to appeal such termination of
financial aid, but the allowable reasons for granting such extensions are restricted, and extensions
can only be granted for one term at a time. In order to protect students from the potential loss of
financial aid, the University Board of Graduate Studies (UBGS) considered and unanimously
passed a proposal at its May meeting to extend the time allowed for completion of a doctoral
degree (PHD and DNP) to eight years. The Directors of Graduate studies have notified of the
potential change so that they can raise any concerns.

9. University Board of Undergraduate Studies

No questions or discussion

10. University Library Board

No questions or discussion

The motion was made to accept the reports that were presented today. A vote was taken.

28 – Yes 0 – No 0 – Abstentions The Reports were unanimously accepted.

b. Committee on Faculty Welfare

Dr. Krueger encouraged the incoming members of the Executive Committee, Committee Chairs
and new committee members to examine the reports to ensure that work in progress is pursued
until completion.

Prof. Judith McMullen outlined the following from the Committee on Faculty Welfare:

The UAS tasked our committee to address the advisability of MU adopting a policy on faculty civility.

We began with an informal survey of our constituencies, which revealed a wide range of civility or
lack thereof depending on the school or department. Some examples of breaches of civility included:

- Breaches of confidentiality in the P & T process
- Screaming or name-calling over disagreements, particularly disagreements over
  philosophical or policy issues
- Faculty giving other faculty the silent treatment
- Kerry Egdorf, Director of the MU Office of Ombuds (who attended one of our meetings
  via conference call) cited concerns over bullying and mobbing (people ganging up on
  someone to get him or her to leave the organization).

Our next step (currently in progress) is to research colleges and universities that have written policies
in place that address these uncivil behaviors, to see if any of them could be adapted for MU.

We have identified (at least) the following issues, and look to UAS for guidance as we continue this
work in progress:
- Can we legislate civility, particularly when at least some breaches are apparently made by outliers?
- Are we looking to address specific behaviors, or simply overall environment?
- Should we aspire to a description of prohibited behaviors, or should the document be aspirational in nature?
- Should the proposal include possible penalties for violation or not?

Comments are welcomed from individual UAS members, as well as from the Executive Committee setting CFW’s charge for next year.

A survey may be needed as there is a wide area of concern and perception within the different colleges and departments. Ideally the development of a policy should have some teeth to it or it is simply an aspirational goal.

A discussion ensued with the following comments/topics shared:
- Collegiality involves two parts: civility and confidentiality
- The Chair noted that CAPI is dealing with confidentiality issues, but wondered if collegiality is covered under the rules of the Faculty Handbook.
- Dr. Pauly noted that people should be held accountable by the people to whom they report.
- People know what they can get away with. Faculty need to call each other out.
- Is collegiality something that is or should be reviewed for Promotion and Tenure?
- Everything should not be protected by “free speech” amendment.
- “Ground Rules” might be a good way to envision this statement.
- Might it be advantageous to train ourselves to work better with others?
- If an environment is considered hostile where can faculty turn for assistance?
- Both general conduct and corrective action can be found in the Faculty Handbook.
- It was agreed that training should be provided to department chairs in terms of dealing with hostile environments and collegiality.

Dr. Krueger moved that this body recommend that the Committee on Faculty Welfare continues the investigation this topic during the 2011-2012 academic year.

A vote was taken
27 – Yes   0 – No   0 – Abstentions   The recommendation was approved.

VII. Motion to Adjourn

The meeting was adjourned at 4:40 pm.