I. Call to Order and Reflection by Dr. Sid Syam.
The meeting was called to order at 4:00 pm

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

Members Excused: Dr. Sarah Knox, Dr. Otto Widera

Members Not Present: Dr. Alexander Drakopoulos, Ms. Jilly Gokalgandhi, and Mr. Terrence Neumann

Guests Present: Ms. Suzanne Abler, Dr. Margaret Callahan, Dr. Virginia Chappell, Dr. John Fitzgibbons, S.J., Dr. Lisa Hanson, Dr. Kathryn Harrod, Mr. Dale Kaser, Dr. Linda Lee, Ms. Gloria McGarth, Ms. Judith McMullen, Ms. Lynn Mellantine, Dr. Susan Mountin, Dr. Paula Papanek, Ms. Mary Pat Pfeil, Ms. Stephanie Russell, Mr. Ed Sanchez, Ms. Amy Albrinck Schroeder, Dr. Michael Slattery, Mr. Dominic Tortorice Tribune Reporter, and Dr. Leona VandeVusse

II. Approval of January 24, 2011 Minutes
The minutes were unanimously approved without correction.

III. Provost Report- Dr. John Pauly
Applications for fall admission have topped 22,000. The initial acceptance letters and scholarship offers have been sent, and 700 students have been wait-listed. Scholarships exams for departments and colleges will be completed this month.

Gift update:
- Gifts of $50,000 or more for endowed and current use scholarships totaled nearly $1.6 million in the last month. Scholarship designations include two endowed scholarships in honor of Father Wild (totaling $350,000), as well as to communication, dental, engineering, law, nursing, biology and Urban Scholars.
- There were also six combined gifts totaling $360,000 for the College of Engineering’s Discovery Learning Complex and scholarship support. It’s important to note that one of the gifts is from an alum couple (neither of whom is a COE graduate) whose son has had an excellent experience as a current engineering student.

Faculty Benefits Brochure:
• Are available to provide information on faculty benefits in conjunction with faculty searches. Copies have been provided to the college business managers. We are working with OMC on having an electronic version available in the future.

a. Update on retirement policy
Discussed the CFW retirement options with the Deans and based on their comments are drafting retirement protocol for Dean’s to comment on and then later this semester will provide written response to UAS. We envision a multiple-phased approach to revising the university policy concerning faculty retirement.

b. Raise pool
The raise pool for next year will be about twice that of last year. The Provost held back 0.25% of the raise pool [$162,000] for catch-up raises, participating faculty increases, and special circumstances. Deans also retain some of the difference (~0.25%) between retiring faculty and new hire salaries to use at their own discretion.

c. Nine month pay schedule
• Human Resources will align faculty pay schedule with faculty contract term starting in FY 12 through the Oracle Upgrade project. Current contracts are 9 months (August to May) but pay term is 10 months (August to June). Contracts were originally 10 months but were changed to 9 months years ago per ORSP’s request to accommodate summer grant periods. Previously the payroll system could not easily change the pay term but the Oracle Upgrade Project offers the opportunity to do so now. FY12 contracts will be printed on March 1, 2011 and HR and Office of Provost would like to incorporate this change.
• There is no change for those who have chosen to be paid on a 12 month schedule.
• For faculty salaries over $132,000 federal law requires the pay term to match the academic year. These changes will not apply to faculty earning under that figure.
• Dates of service will remain the same. Faculty will under contract from a week before classes start until after graduation.
• Nine month payroll distribution will be:
  o August ½ month pay
  o September to April full month pay
  o May ½ month pay

Discussion:
• Inquiry: Referring to the raise pool, did you mention that Deans also can hold back monies?
  Provost: Yes, but the limit is about 0.25 percent.

IV. Chair’s Report – Dr. Christine Krueger

a. Chair met with CAPI to discuss charge to develop policy suggestions on disseminating UAS work

Invitation to participate in discussion sponsored by Concerned Students for “Renewing Marquette” at 5.30, February 22, in the Raynor Conference Center.

b. Report on Fr. Wild’s state of the university address
Progress on inclusivity during Fr. Wild’s administration: 1) Ethnic Alumni
c. Proposal for UAS to consider statement on collegiality:
In light of Fr. Wild’s stated hope for continuing discussions on inclusivity, as well as our own discussions on academic leadership qualifications (invited by Provost Pauly, September UAS), reports on campus climate by Ombuds Kerry Egdorf (December UAS) and Vice President for Student Affairs Dr. Chris Miller (January UAS), and concerns which have been brought to me calling on the UAS to endorse practices of collegial exchange, the UAS EC believes it to be prudent and timely for the UAS to consider the pros and cons of adopting a statement on collegiality. Without such a statement—whatever it may be—the UAS chair is left to deal in an ad hoc manner with issues raised by faculty concerning the relationship between collegiality and academic freedom.

Clearly, there is a delicate balance between collegiality and academic freedom. In a February 18 statement, AAUP cautioned against using collegiality to restrict academic freedom. It may be that collegiality and academic freedom are mutually exclusive goods. Conversely, it may be that UAS endorsement of basic principles of collegial exchange is necessary both for academic freedom and shared governance. It behooves the UAS to take up these difficult questions so that our colleagues know where the UAS stands.

As the groundwork for such a discussion in the UAS, I will ask the CFW prepare a report on this question. I will ask the CFW to 1) to consult with relevant constituents; 2) to evaluate the pros and cons of a statement on collegiality; 4) to bring a report to the UAS. If the CFW sees fit, it may also propose a draft statement on collegiality for consideration by the UAS.

I therefore move that the UAS request the CFW to take up this issue and report back to the UAS.

Discussion:

- Inquiry: were there any issues that brought this matter to the forefront?
  Chair: No, this was a matter that has been raised by the Executive Board. Colleagues have been looking to the UAS to make a statement since the incidents surrounding the dean search last spring. Issues regarding race, gender and religion need to be considered with regard to academic freedom and collegiality. CFW will consider whether or not a statement on collegiality is necessary.

- Statement: Sometimes conversations on sensitive issues include rude and uncivilized behavior. Much of it is a lack of interpersonal skills.

- Statement: Senior versus junior faculty issues raise problems. Issue of stability, issue of how people get along.

- Inquiry: Is this statement too broad? Some issues may be put under the collegiality umbrella because they are not dealt with anywhere else. Empirical and conceptual work raises the question about identifying which issues fall within a set of formal procedures and which do not.
  Chair: We are asking CFW to consider this statement, not create policy.

- Inquiry: Will the statement include possible sanctions?
  Provost: No, this is not a discussion of legal policy, but a statement about how to interact with colleagues. Some faculty feel bullied even though not legally harassed. This statement supports principled ways of discussing ideas without demeaning or bullying.
• Statement: Issues such as this rose in earlier discussion of the common core. Civil discourse was discussed then, but never codified. Codification of language will be a daunting task.
• Statement: It comes down to being professional in dealings with colleagues.

Motion: Request that the Committee on Faculty Welfare consider drafting a statement on Collegiality.

Vote: 30 - Yes 1 – No 0 – Abstentions The motion carried

V. Vice Chair’s Report – Dr. Marilyn Frenn
   a. Faculty Council motion on including UAS President and Vice-President in meetings with the Board of Trustees and the Deans’ Council.

Discussion:
• Inquiry: It was noted that neither the Deans Council nor the University Leadership Council are decision making groups. Since there are already Deans on the University Academic Senate, is it necessary to have UAS representation on the Deans’ Council?
  Vice-Chair: The motion would improve direct communication through representation of UAS issues directly to these administrative committees.
• Inquiry: Will representatives only attend two meetings annually?
  Vice-Chair: Yes. More than this will perhaps be too much of a time commitment for the Chair and Vice-Chair given their other responsibilities.
• Statement: Faculty participation would promote the spirit of shared governance.
• Statement: The Deans’ Council is a place for deans to talk with other deans, but UAS representatives on this body may facilitate communications. However, since the Council does not vote on issues, UAS representation may not have much impact.
  Vice-Chair: UAS representation will provide faculty input on these committees, and a help normalize or regularize schedules.
  Provost: The Deans’ Council is a “safe place” to discuss ideas and to strengthen relationships. There is no voting, but this UAS representation adds faculty opinions to the deliberations.
• Inquiry: Attendance at these meetings may serve as a communication function but to what advantage? There are not even minutes taken at the University Leadership Council meetings.
  Provost: I will abstain if a vote is taken. The future structure of a group such as the ULC will depend on what Fr. Pilarz is looking for when he arrives. A faculty member on the budget committee may be a possibility. Each of the four trustees meeting has a dean sharing with the group regarding that unit’s vision. In May the Provost staff actually leave the Academic Affairs Committee meeting so that trustees are talking to faculty by themselves.
• Statement: Vice-presidents have no real idea about faculty concerns or the effect of their decisions on faculty. The addition of UAS representatives on the ULC would be very important.

• Inquiry: If faculty were allowed to attend these meetings would they share their own personal opinions or that of the collective faculty?
  Chair: the UAS Executive Committee will serve as faculty representatives. A charge put to the Faculty Council was how to break down leadership silos to improve communication. The point is not that the faculty needs more power or votes, but better communication. This is not an issue with decision making, but input prior to decisions.

• Inquiry: When will UAS representatives attend Trustee or ULC meetings?
  Vice-Chair: The language is not specific, leaving open to those committees to decide when they can attend.

• Inquiry: Are Deans considered administration or faculty?
  Vice-Chair: They are Academic administrators.

• Inquiry: If passed, what is the next step for this motion?
  Provost: The motion will be passed on to Greg Kliebhan and Fr. Wild for consideration.

**Vote:** 23 - Yes 4 – No 3 – Abstention  **The motion carried**

VI. Other business

a. Report on Health Clinic, Dr. Margaret Callahan, Dean, College of Nursing
  The Health Clinic has been in operation for three years. With the support of Father Wild and Provost Pauly individuals with Marquette insurance will have their copay waived for their visits. Located on Wisconsin Avenue and 19th and staffed by nurse practitioners, the comprehensive clinic offers a range of service and maintains a wide referral network. Please stop by for a visit.

b. Committee on Faculty Welfare – Dr. Lisa Hanson
  Dr. Hanson outlined the main points of the motion from CFW on providing employee benefits for Legally Domiciled Adults. Withholding benefits from LDA represents an inequity and makes retention and/or hires more difficult. She shared a list of other institutions in the area that currently offer these benefits, and provided a working definition of LDA currently employed by UWM.

Discussion:

• Inquiry: Could you clarify the exact wording of the motion, because the agenda attachment working was not the same as that displayed in the powerpoint version.
  Dr. Hanson: The wording on the distributed motion is the correct version.

• Inquiry: What about the potential cost?
  Dr. Hanson: Human Resources estimates that a less than 1% increase in benefits. Without disclosure, however, there is no way to accurate determine costs.

• Inquiry: Will IRS dependents such as adoptive children of a partnership be covered?
Dr. Hanson: Yes.
Provost: Benefits would also be extended to brother or sister living with an employee.

- Inquiry: Would this include coverage for couples living together?
  Dr. Hanson: Not for opposite sex couples at present. They would be covered under the new proposal.
  Provost: Unmarried couples have an option to get married. Gay couples do not. This motion will include LGBT couples and heterosexual unmarried couples.
  Dr. Hanson: This motion relies on previous language used in other universities. Marquette will have to define terms according to its own interpretation.

- Inquiry: Are we voting on the motion as written, or on the concept of expanding benefits to LGBT couples?
  Chair: This is an advisory vote to be sent to the administration for consideration.
  Provost: Benefits issues raised by the UAS will receive serious attention.

- Inquiry: This proposal may cause more conflict if UAS passes the resolution and it is not implemented, particularly since the budget is already set.
  Provost: This proposal represents an approximately $200,000 increase in the budget, which is not a great cost. I encourage you to vote your principles on this issue.

- Inquiry: The LDA definition is problematic. Can they be more definitively defined before we vote?
  Chair: We are only voting on the one-sentence motion. It is not specific because it will be up to others creating policy to define terms.

- Statement: Although Marquette prides itself on being unique, we should join with other Jesuit institutions who have embraced this policy.

- Provost: Dr. Pauly indicated that he needs to abstain as the motion would be coming to him as part of the decision making group. He thanks the committee for wonderful work.
  Dr. Pauly did not believe that the motion would not come as a surprise to Fr. Wild.

**MOTION: Legal Domiciled Adult Benefits:**
Be it resolved that the University Academic Senate call for the President of Marquette University, Father Robert Wild, to direct that current human resource benefits policies be amended no later than the beginning of the 2011-12 academic year to provide LDA benefits equal to the benefits currently provided to the spouses and dependents of faculty, administrators, and staff.

**Vote:** 26 - Yes 0 – No 3 – Abstention **The motion carried**

c. First reading of Motion to change UAS statutes on chair of University Assessment Committee, Dr. Gary Meyer, Vice Provost for Undergraduate Programs and Teaching

No discussion.
d. Request for UAS recommendations for faculty representation on search committees for CTL Director and Assessment Director

Dr. Buckholdt is stepping down as Director of the CTL at the end of the academic year, requiring a search for a replacement director. A steering committee, to include five faculty members, will craft a job description, decide where to place the ads, review applicants, interview and weigh in on final selection.

A new Assessment Director will also be hired for the Center for Teaching and Learning.

Both positions will be full-time. Depending on the candidate they may include a department appointment. Any self-nominations or nominations of others may be sent directly to Dr. Gary Meyer.

VII. Motion to Adjourn

The meeting was adjourned at 5:02 pm.