I. Call to Order by Dr. Cheryl Maranto at 3:03 pm.

II. Reflection was given by Dr. Robert Deahl.

III. Approval of December 14, 2015 minutes
   Motion to approve: Dr. Sumana Chattopadhyay
   Second: Dr. Tim Melchert
   Voice Vote: Unanimous

IV. Chair’s Report – Dr. Cheryl Maranto
    The Faculty Hearing Committee has delivered the report on Dr. John McAdams to the President.
    Elections are coming up for Senate and the committees. Members are encouraged to consider running for a position themselves and to encourage colleagues.

V. Vice Chairperson’s Report – Dr. James Richie
    The Faculty Council is working on the Faculty Forum with the President. The date for the form is April 13th.

VI. Secretary Report – Dr. Noreen Lephardt
    The UAS ballot requires two people running for each UAS executive position and for the at-large position. I am asking everyone to consider running for leadership positions on the Executive Council.
    Dr. Richie asked members to consider running for a position, He mentioned that although it is a bit of extra work, the experience gained is worth it.

VII. Provost’s Report - Dr. Daniel Myers
    Searches are underway.
    Dr. Kimo Ah Yun has been hired as the new Diederich College of Communication Dean and will begin July 1, 2016.
    The Nursing Dean, the Vice President for Student Affairs, and the Vice Provost for Enrollment
Management search firm teams are meeting on campus this week. The aim is to have all positions filled by July.

Enrollment report: 26 deposits so far, but there is a long road ahead and projections show we will be on target. A reminder, we are using a different method where we expect to have a higher yield from applications. The three provost initiatives will be funded and an announcement can be viewed on web this week.

VIII. Benefits Update – Mr. Octavio Castro, Vice President for Human Resources and Mr. Steve McCauley, Director of Employee Benefits

The Senate invited Mr. Cas Castro and Mr. Steve McCauley to provide a general overview of the future trends in healthcare benefits for Marquette employees, and the impact on benefit decisions in the future.

Mr. Cas Castro provided the following overview:
Overall costs of health insurance have increased. MU has 1800 employees using the health care benefit and 4,300 people are covered under the 3 offered plans: EPO, PPO and High Deductible. Health Risk Assessments (HRA) have been offered to reduce premium by 10% if participating. MU is self-funded and self-insured. Prescription plan is part of the medical plan and had 28-42% increase in the last few years.

Human Resources will offer focus group sessions this spring to discuss needs of employees. MU has a healthcare task force, comprised of 10 members that advise and offer input and guidance. The goal is to balance choice with optimizing cost. The task force provides recommendations to the President and Provost.

Challenges and costs: Healthcare is a moving target and projections can be different than actuals. Every March they strategically plan out 3 years, by using three factors. 1. Trends: Inflation costs increases needed? 2. Claims experience. What is happening at MU? 3. Health care reform. It is increasing costs. Pay or play decisions need to be made. Whether to pay or play at all is the biggest decision to make for MU.

Costs: 10-year period. 2008: 21.3 million. 2009: 25.5 million up 4.2 million from expected. Changed health insurance network and consultants in 2010 21.1 million. Now in 2015 at 25.4 million. High claims ($50,000 or more) have increased from 34 in 2010 to 60 in 2015. This is an increase of 7.3 million over the 10-year period.

With the Health Care Reform Act, government will mandate that all people have “average” health insurance coverage and those employers providing above a 70% mark set by the government must pay a 40% Cadillac tax in 2020 on the overage. In five years, we will have to pay another 350,000 and in 10 years, 4.2 million in excise tax. In 14 years, this rises to 10 million and 25 million in 20 years. Over the years, changes have been made to decrease the health care benefits at MU, so that when the excise tax requirement begins in 2020, we will be closer to the 70% mark. MU continuously looks at ways to provide healthcare benefits, however there is no legal mandate that requires MU to offer benefits. If healthcare is not sustainable at MU, all could be moved to the exchange.

The senators asked questions regarding the decision about healthcare coverage and the changes in share of coverage. Several senators asked questions about the decision to eliminate healthcare benefits for employees that work 30 – 37.4 hours. It is not mandated that MU provide insurance to them. Mr. Gering asked how many employees were impacted. There were 150 staff that were impacted. 120 were resident advisors, 30 were faculty or staff. They will be able to go to the healthcare exchange. Why are we making changes in benefits and increased co-pays before the mandate? MU is making incremental changes to ease into the changes that will be required by law.
Dr. Allison Hyngstrom asked if there will be partnership with Aurora. MU will be open to discussion.

Mr. Castro noted he was open to feedback and discussion regarding benefits.

IX. University Board of Graduate Studies - Dr. Michael Johnson, Chair
The senate was asked to vote on the terminating two certificates. They have had students in the past, but cannot be supported at this time.

a. Motion to approve termination of Reading Specialist Certificate
b. Motion to approve termination of Reading Teacher Certificate

Hand vote: 27 yes, 0 no; 0 abstain
Motion: Approved unanimously

X. University Board of Undergraduate Studies – Dr. Behnam Ghasemzadeh, Chair

a. New Majors
1) Motion to approve new Major in Bioinformatics
2) Motion to approve new Major in Environmental Studies
3) Motion to approve new Major in Data Science
4) Motion to approve new Major in Latin American Studies

UBUS unanimously approved all majors. The majors and minors are very timely.
Dr. Maranto asked if there were any complications or concerns with multi-disciplinary majors with respect to Bioinformatics. Dr. Ed Blumenthal indicated that each student receives an advisor and there should not be issues with tracking credits. Initial resources are set up, but additional resources may be required in the future. Dr. Gendron asked if Geology will be associated with the Environmental Studies Major, as they are usually together. They do not have any plans for a Geology offering at this point.
Majors and Minors are open to students in all colleges. The majors will be available to students in fall.

A motion was made to accept each of the majors. A separate hand vote was taken in the senate for each new major.

1.) Major in Bioinformatics
   Hand vote; Yes: 27; No 0 Abstain 0
   Motion passes unanimously

2.) Major in Environmental Studies
   Hand vote; Yes: 27; No 0 Abstain 0
   Motion passes unanimously

3.) Major in Data Science
   Hand vote; Yes: 27; No 0 Abstain 0
   Motion passes unanimously

4.) Major in Latin American Studies
   Hand vote; Yes: 27; 0 No 0 Abstain 0
   Motion passes unanimously

The senate was informed on the approval of the following minors, concentrations and name change.

b. New Minors
1) Informed on approval of new minor in Environmental Studies
2) Informed on approval of new Minor in Latin American Studies
3) Informed on approval of new Minor in Arabic Language Studies and Culture
c. New Concentrations
   1) Informed on approval of new concentration in French major and minor
   2) Informed on approval of new concentration in Philosophy major

d. Program name change
   1) Informed on approval of name change to Innovation and Entrepreneurship major and minor

XI. Committee on Teaching – Mr. Jake Carpenter, Chair
Proposal to Evaluate & Update MOCES Questions
Dr. Carpenter reported that the COT intended to evaluate effectiveness of the MOCES and wanted to get the support and feedback of the UAS. The current questions have been in use for 8 years. Student focus groups were held and their feedback indicated that some questions were confusing. It was noted that students often used the open ended questions. Dr. Mountin noted that there are no questions relating to Jesuit teaching and social justice and this needs to be considered. In the end, they hope the questions will improve. The COT members would like to evaluate questions that other universities use and compare them to ours. They are also planning to have focus groups with faculty.

Motion by Dr. Noreen Lephardt: The University Academic Senate support the Committee on Teaching in their review of MOCES

Mr. Kurt Gering seconded
Voice Vote. Unanimous
Motion Passes

XII. Senior Vice Provost for Faculty Affairs - Dr. Gary Meyer
Dr. Meyer wanted the senate to be informed about the process of reviewing the retirement policy at Marquette. There will be a survey going out to all tenured and tenure-track faculty. For their preferences/concerns and input on potential revision of MU retirement policy.
A Faculty Retirement Workgroup has been meeting with Meyer since October to discuss the retirement policy at MU. They reviewed documents from other universities and now would also like to reach out to the tenured and tenure-track faculty to ask their concerns, in order to set up policies that will meet their expectations. If UAS has no concerns, a questionnaire will be sent out Wednesday to tenure-track and tenured faculty through a third party vendor named LearningBridge. MU will receive raw data from the survey.
Dr. Melchert expressed his appreciation for this project.
Dr. Maranto asked the percentages of faculty nearing retirement age. Dr. Meyer thought that 30% are over 60 years of age.

XIII. Joint Biomedical Engineering Department – Dr. Kristina Ropella, Dean Opus College of Engineering
Dr. Ropella was joined by Dr. Lars Olson for their PowerPoint presentation. Biomedical Engineering is rich in Milwaukee. There is anticipated growth in the program from 357 to 385 undergraduate students. There is also an effort to expand the Master of Science degree from 24 to 48. There will be single department chairs that will report to the deans at each institution. They intend to add 5 new faculty recruits to the department. Financial vitality is strong. Tuition transfer and fundraising will be planned jointly. MU is in a good position with this. Process and engagement for last 2 years includes various committees such as advisory and finance. They will meet the Board of Trustees at MU in February and at the Medical College of Wisconsin in March to update them on the progress.
Faculty will be on separate P&T process in each institution. MCW faculty will be expected to teach more than they are used to, but united as a team, all bring good qualities, though different. Faculty will have joint privileges in each institution.
Dr. Melchert asked if obstacles seem overwhelming. Dr. Ropella indicated that it is well worth the effort, and other institutions that have already instituted a merger program indicated the same. There is much support from both institutions, and it is a great opportunity.

Motion by Fr. Class: UAS strongly support the creation of the joint biomedical engineering department between MU and MCW.

Second: Dr. Anne Pasero
Voice Vote: Unanimous
Motion passes

XIV. Adjourn at 4:58 pm.

Motion to Adjourn: Dr. James Richie
Second: Mr. Kurt Gering
Voice Vote: Unanimous

Respectfully Submitted,

Noreen E. Haas-Lephardt, Ph.D.
UAS Secretary