I. Call to Order - Dr. Timothy Melchert called the meeting to order at 3:06 pm

II. Reflection – Dr. Timothy Melchert

III. Approval of March 16, 2015 Minutes

Paul Gasser was in attendance on 3/16/2015 - change on minutes.

Motion: Dr. Bob Deahl
Second: Dr. James Richie
The minutes were unanimously approved.

IV. Chair’s Report – Dr. Timothy Melchert

a. Announce UAS representatives for the Faculty Activities Database Advisory Committee

The Senate Executive Committee has nominated Dr. Gary Stafford as the UAS representative on the Faculty Activities Database Advisory Committee. Dr. Stafford has accepted. We are still looking for a second member. We thank them for their service and encourage you to share with them your ideas about making that database more useful and efficient.

b. The last UAS meeting of the year (May 4) will include reports by each of the committees that reports to the UAS. Each committee is asked to prepare an executive summary of their annual report in addition to the full report. These executive summaries will be included on the agenda for the May 4 UAS meeting. Please be prepared with questions and suggestions.

At our last Senate meeting that is coming up in just two weeks, the chairs of the various boards and committees that report to the Senate will be providing annual reports and will respond to questions and suggestions from senators. They will also provide a brief executive summary of their reports that will be included in the agenda for our meeting, while their full reports will be available online as well. Please be prepared with questions and suggestions so that the work of these committees can be as useful and effective as possible. We will move quickly with these reports—there will be only 3 minutes allowed for the summary reports and 3 more minutes for questions.

c. The UAS Executive Committee recommends that the University Master Plan and Strategic Plan Themes be reviewed by the UAS next year on a regular schedule so the Senate has ongoing input into those plans.

Moving forward into next year, the Senate Executive Committee wants to encourage more regular review of
important university initiatives and plans. The next Executive Committee may not take our suggestions, of course, but we unanimously recommend that next year the Senate:

i. Begin the year by again inviting the Staff Assembly and MUSG to the August meeting, followed by a reception. A proposed topic for presentation at this meeting is progress on the MU Master Plan. We also suggest holding a similar joint meeting in the spring semester.

ii. Put the MU Master Plan on the agenda for the spring semester as well given its major importance to the future of the university. This plan will have a significant impact on teaching and learning on campus, the student experience, the way the place looks and functions. So it is important that the Senate monitors the development of this plan and provides input.

iii. Put each of the MU Strategic Plan themes on the agenda once per year so we can monitor progress and provide feedback.

iv. At the end of the year, include a general summary of the units that underwent a program review and the actions that were taken as a result. The program review process may become more important into the future and we think it would be good if there was more information about those reviews and their consequences.

v. We also suggest that the Executive Committee charge the Faculty Council with reviewing the results of the part-time faculty survey that was recently completed and consider recommendations to address concerns that were raised.

vi. We also suggest that the Executive Committee charge the Faculty Council with reviewing the tenure buyout policy and related issues that have been raised by faculty across campus. We had hoped that more progress could have been made this year on these issues, but they will need to wait until next year.

There are other issues that we think are important for the Senate to address next year, but we didn’t want to lose sight of the issues noted above.

Finally, I need to correct something I mentioned at our last meeting. When discussing the review procedures that occur when a dean initiates the process to revoke tenure and dismiss a faculty member, I stated that the terms of the Senators as well as all of the members of the committees that report to the Senate begin and end on August 15. That is in fact incorrect. The terms of all those serving on the various standing committees that report to the Senate, including the Faculty Hearing Committee, do begin and end on August 15. But the term for Senators begins and ends at our last meeting of the year, which will be on May 4 this year. So all of you whose terms are ending are free after May 4 Senate meeting, and we are inviting all of the new Senators to join us for our next meeting.

I will also mention that we have no update regarding the faculty dismissal case that we’ve been following this year. No particular concerns beyond those we’ve already discussed at past meetings have been brought to the attention of the Executive Committee.

V. Vice Chairperson’s Report – Dr. William Thorn - Excused

The Faculty Council has reviewed its procedure for maintaining a duly constituted list of alternates for the Faculty Hearing Committee. [The minutes of the 3-23-15 meeting where the issue was addressed will be posted on the UAS website.]

VI. Secretary Report – Dr. Noreen Lephardt

a. Announce Spring UAS and committee election results

UAS Senate At-Large

- Julia Azari
- Noreen Lephardt
- Anne Pasero

Faculty Hearing

- Ana Garner
- Irfan Omar
b. Solicited nominations for election UAS officers, UBUS and UBGS liaisons for 2015-16
   A sheet was passed around to solicit nominations

VII. Provost’s Report - Dr. Margaret Callahan

Undergraduate
   • As of Thurs, Apr 17 we have received 50 transfer deposits for Fall 2015. That’s up 43% (15 deposits) from last year
   • We have 918 freshman deposits, down 9% from last year at this time
   • At this point, the strategic use of special grants are needed to supplement the Admissions yield activities, which include the following Admissions yield events this month:
     o hosted over 200 families to Admitted Student Day
     o hosted 63 admitted Honors Day freshmen and their families
     o have over 100 admitted freshmen register to attend one of two Senior Saturday visit programs in April
   • This is a very busy campus visit season. Earlier this month, we had over 1500 visitors to campus in just 9 days. Most days we’re at capacity in terms of the visitors we can take, offering 3-4 presentations a day.
   • At the same time, we’ve already begun recruiting the Fall 2016 class with Blue & Gold Day for high school juniors and sophomores on Sat, April 18

Graduate
   • Applications are down by 298
   • Acceptance down by 124
   • Matriculations down by 10

Severance pay
   University policy on severance pay was silent on participating faculty. Regular faculty as per the statutes on Faculty Appointment, Promotion and Tenure receive tenure but there was no policy in the statute concerning participating faculty. Working with HR, General Counsel and Finance the University policy has been revised to include a severance plan for participating faculty who have been employed continuously for three years or more.

VIII. Diversity Plan Update- Dr. William Welburn, Associate Provost for Diversity and Inclusion

Campus-wide diversity plan power point presentation by Dr. Welburn
Why diversity efforts fail? Work in crisis, lack of infrastructure and support system, lack of leadership buy-in, and lack of resources
Past efforts at diversity planning – 2006 plan that was drafted but not adopted
Leveraging excellence that we have – the basis for our current planning efforts and consistent with the Inclusive Excellence Model of the Association of American Colleges and Universities

Five goals:
   • Attract and engage a diverse student body, faculty, staff and administration
   • Foster and support an environment of inclusive excellence reflecting respect for human dignity and equity
   • Enhance opportunities for diverse learning, scholarship and scholars
   • Strengthen the university’s commitment to engaging diverse communities beyond campus
   • Provide greater cohesion in the administration of campus level diversity initiatives

The plan becomes a “living document” with strategies for continuous communication/assessment/review, which are needed in next 9 months
The plan will incorporate results of the Climate Study and recommendations from President Task Force.
Clarity on relationship between strategic plans will be sought as well, linking the overall plan to departmental and unit level diversity plans
Acknowledge that there are institutional constraints, especially around resources – this plan is intended to make the best use of the resources that we have.

Dr. Nancy Snow observed that recent administration searches have little gender and racial diversity, noting the decline in the number of administrators who are women or persons of color.
Dr. Welburn indicated that resources are needed but a plan should be set up as a framework for using existing resources as well. Wants consciousness around hiring decisions and recruiting students. As a campus, we need to make a strong commitment to diversity when it comes to hiring. For the Provost search there was a diversity interview group.

Dr. Cheryl Maranto noted the resources constraint and asked at what level basic decisions get made. She questioned if the revamping of Al McGuire and an off-campus training facility are really necessary priorities. What are resource priorities?

Dr. Welburn noted that at the Goal Stewards meeting they asked him to draft language for a separate strategic theme. Pull it out and be strong.

Dr. Sarah Gendon asked what funding is available. She asked about research funding related to diversity issues. Lack of cohesion makes us not realize what is happening on campus. Dr. Welburn pointed out there are significant improvements and noted the Latino Health initiative. He also noted there is a lack of cohesion.

IX. Revision to Statute – Dr. Timothy McMahon – Committee on Research
Revise UAS statute Section 2.04 – to update title of Dr. Jeanne Hossenlopp
Informed of motion and discussion to update title on April 20, 2015. Vote on motion will be on May 4th, 2015. Separation has already been created. Vice Provost for Research and Development not a sitting member for UAS but Dean of the Graduate School is a member.

X. Update on Graduate School Dean Search - Dr. Edward Blumenthal
Search committee has met twice and put together an ad that was posted. Applications have been coming in. May 18th is closing date. Dr. Callahan note Father LaBelle, SJ will be on the search committee because Jesuit Community felt a representative Jesuit should be on the search committee.
Dr. Stephen Hudson-Mairet asked if there are diversity initiatives taking place. Dr. Welburn has met with the committee, and does weigh in.

Short turn around with a start date of July 1st. Dr. Callahan noted if the pool is not acceptable we will not hire.

XI. University Board of Undergraduate Studies – Dr. Edward Blumenthal, Chair
The first five agenda items are from UBUS all motions result from the same proposal to reorganize the majors in Classics.

There are currently two majors in the area of Classics: a major in Classical Languages, which has two concentrations, and a major in Classical Studies. It is proposed that these two majors be eliminated and replaced by a single major in Classics with three concentrations. This change will allow for a stronger identity within the program, establish consistency with similar majors at other institutions, and send the message that Classics is a single discipline. No new resources are being requested to carry out these changes.

The proposed changes were unanimously approved by the UBUS on March 4, 2015.

a. Motion to Approve: New Major in Classics
b. Motion to Approve: Termination of Major in Classical Language
c. Motion to Approve: Termination of Major in Classical Studies

The motion was called, and a hand vote was taken for all three motions at once:
In Favor: 24
Opposed: 0
Abstentions: 0
The motion passed unanimously.

The question was asked as to what will happen to the students that are already enrolled in these programs. The students will be able to continue.
d. Informed on Decision: Major in Classics  
   1) New Concentration in Classical Languages  
   2) New Concentration in Classical Languages for Education Majors  
   3) New Concentration in Classical Studies  

e. Informed on Decision: Major in Classical Languages  
   1) Terminate Concentration in Classical Languages  
   2) Terminate Concentration in Classical Languages for Education Majors  

f. Informed on Decision: Major in German – New Concentration in Multidisciplinary German Studies  
   This new concentration reflects declining student interest in a “classical” German language and literature major but strong interest in learning about German and Germany in a social/historical context. Students in all German concentrations will have a foundation in German language and literature, and the students in this new concentration will then be able to choose from an array of relevant courses from History, Philosophy, Political Science, Theology, and Theater Arts. No new resources are requested for this new concentration.  
   The new concentration was unanimously approved by the UBUS on March 4, 2015.  

g. Informed on Decision: Terminate Concentration in Engineering Service (nine majors)  
   This concentration has been on the books since 2010, but no student has yet declared it. The concentration is being eliminated for three reasons: first, the low student interest, second, problems in implementing service learning in a required course for the concentration, and third, because existing concentrations in Engineering Leadership, Engineering Ethics, and Global Engineering all have service components.  
   The elimination of this concentration was unanimously approved by the UBUS on April 8, 2015.  

XII. University Board of Graduate Studies – Dr. Johnette Caulfield, Chair  
   a. Informed on Decision – Approval of Computing Master’s Specializations:  
      1) Information Assurance and Cyber Defense  
      2) Big Data & Data Analytics  
   
   b. Informed on Decision – Termination of Communication Master’s Specializations  
      1) Journalism  
      2) Mass Communication  
      3) Communication about Health, Environment, Science and Sustainability  
   
   c. Informed on Decision – Termination of Master in Leadership Specializations  
      1) Non Profit  
      2) Public Service  

XIII. Enrollment Update – Dr. Linda Salchenberger, Associate Provost for Planning and Budget  
   Dr. Salchenberger gave a power point presentation on enrollment management. The Enrollment Plan covers the time period 2016-2021.  
   The process of developing the plan began in fall 2013 with 9 subcommittees that conducted a SWOT analysis and developed a set of recommendations for each of 7 enrollment groups – traditional undergraduate, graduate, non-traditional adult, transfer students, international students, online learning, and summer session and also reviewed student success strategies and pricing and financial aid strategies. In summer and fall 2014, Huron Consulting was engaged to assist with enrollment planning for traditional undergraduate students. Goals are driven by many of their recommendations. The main focus is on undergraduate  
   Enrollment planning should align with multiple campus planning efforts including – diversity, academic and college plans, faculty hiring, financial planning, and the campus master plan.  

I. Assumptions for the Plan
Mission, Vision and Values
Commitment to Diversity
Value Proposition
External Environment and National Trends
Internal Environment: Opportunities and Challenges

II. Enrollment History and Projections
   a. 10 year enrollment history for the University – undergraduate, graduate, professional, and non-traditional adult learners
   b. Diversity and Enrollment History
   c. Projections for the next three years have been developed and will be reviewed annually.

Trends include:
In last 10 years undergrad up 5.5% but the graduate declined 32%
Transfer students: Growth strategies – Success Story

III. Enrollment Goals:
   • Improve the Effectiveness and Efficiency of Enrollment Management
   • Engage Deans in Enrollment and Yield Strategies
   • Identify Fundraising for Scholarships as a University-Wide Priority
   • Evolve Academic Programs to Meet Student and Market Needs

Undergraduate Goals
   • Grow Undergraduate Enrollment Strategically
   • Maintain/Improve Student Success

Graduate Goals
   • Reverse the decline
   • Review Graduate and Professional financial aid strategies

Non-traditional Adult Students
Use the recommendations from academic program review completed in spring 2015

What will change?
   • Adopt formal enrollment management structure
   • Enrollment viewed from a university-wide perspective
   • Engage deans from start to finish – goals, recruitment and increasing yield

Dr. Sarah Gendon asked how Arts & Sciences enrollment can be increased. She also asked about the Jesuit core. There are many strategies being looked into including discount rates, double majoring, additional revenue sources, and alignment with the master plan.
Dr. Lephardt asked about the VP of Enrollment Management. This has been tabled for now.
Dr. Snow asked about how resources are divided across colleges. The discount rate varies across colleges.
Dr. Tim Melchert indicated that we have many plans at MU but this one can be the most important one of all.
Need to integrate them all and UAS will need to help with this.

XIV. Adjourn – The motion to adjourn was made at 4:58 pm
Motion to Adjourn: Dr. Kurt Gehring
Second: Dr. James Richie
Voice Vote: Unanimous