Members in Attendance: Dr. Lea Acord, Dr. Harshit Aggarwal, Dr. Lori Bergen, Prof. Bruce Boyden, Dr. Margaret Bull, Prof. Patricia Cervenka, Fr. Michael Class, S.J., Dr. James Courtright, Dr. Robert Deahl, Dr. Alexander Drakopoulos, Mr. William Fliss, Dr. Marilyn Frenn, Dr. Paul Gasser, Dr. William Henk, Dr. Marie Hoeger-Bement, Dr. Jeanne Hossenlopp, Dr. Sandra Hunter, Ms. Morgan Johnson, Dr. Peter Jones, Dr. Noreen Lephardt, Mr. Scott Mandernack, Dr. Tim Melchert, Dr. Gary Meyer, Dr. John Pauly, Fr. Philip Rossi, S.J., Dr. Martin Scanlan, Dr. Dawn Smith, Dr. James South, Dr. John Su Dr. Siddhartha Syam, Dr. William Thorn, Ms. Arica Van Boxtel, and Ms. Janice Welburn

Members Excused: Mr. Gregory Gillman, Dr. Steven Goldzwig, and Dr. Otto Widera

Members Unexcused: Dr. Eugenia Afinoguenova, Dr. Andrew Dentino, Dr. Ana Gamer, and Dr. Cheryl Maranto

Guests in Attendance: Dr. Michael Akers, Dr. Jay Caulfield, Mr. Brian Dorrington, Mr. Brian Dorrington, Dr. Kerry Egdorf, Dr. Kevin Gibson, Dr. Lisa Hanson, Dr. Michael Johnson, Dale Kaser, Dr. Susan Mountin, Dr. Maureen O'Brien, and Ms. Lynn Wittenberger

I. Call to Order - Dr. James South at 3:08 pm

II. Reflection – Dr. Harshit Aggarwal

III. Approval of April 15, 2013 Minutes
   Yes XX, No 0, abstention 0, the motion passes

IV. Action Items:
   a. **Motion to Approve**: revised UAS Statutes, Task Force on revising UAS Statutes
      Dr. Lea Acord read through the changes that the committee has been made since that last University Academic Senate meeting in April.
      - A vote was taken on the accepting the changes in the Preamble.
        Yes XX, No 0, and 2 votes in abstention.
      - A vote was taken on the wording regarding Article 1 Section 1.01
        Yes XX, No 0, abstention 0, the motion passes
      - A vote was taken on the wording regarding Article 1 Section 2.02
        Yes XX, No 0, abstention 0, the motion passes
      - A vote was taken on the wording regarding Article 2 Section 1.01ei & Article 2 Section 101e
        Yes XX, No 0, abstention 4, the motion passes
      - A vote was taken on the wording regarding Article 3 Section 3.02
        Yes XX, No 0, abstention 0, the motion passes
      - A vote was taken on the wording regarding Article 4 Section 2.02.2
        Yes XX, No 0, abstention 0, the motion passes
      Vote on the document as a whole which including all revised statues
      Yes XX, No 0, abstention 1, the motion passes

   b. **Motion to Approve**: New (stand-alone) Certificate in 'Family Nurse Practitioner'
      A vote was taken Yes XX, No 0, abstention 0, the motion passes

   c. **Motion to Approve**: Implement the revised course evaluation instrument for D1, D2 and blended courses beginning summer 2013 from the Committee on Teaching
      A vote was taken Yes XX, No 0, abstention 0, the motion passes

V. Chairperson’s Report - Dr. James South
   College elections are still taking place. An election for the Executive Committee will take place once the election process for membership has been completed.
VI. Provost’s Report - Dr. John Pauly

a. Enrollment Update
   - May 1st was the deposit deadline for Freshman. Deposits for Fall 2013 came in strongly – and we currently have 1964 deposits 45 more than last year at this time. The number on May 15 is a good metric on what we can actually expect for a number of incoming freshman in fall. This exceeds our budgeted target of 1900.
   - Transfer application deadline is June 1st. Transfer deposits at this time are running slightly ahead of last year at this time.

b. Faculty Salary Update
   Annual faculty report and the average salary comparison report for Jesuit Institutions:
   Assistant Professor:
   - For average compensation, MU is $8,101 below the 60th percentile of all doctoral institutions.
   - For average salary, MU is $4,336 below the 60th percentile of all doctoral institutions.
   Associate Professor:
   - For average compensation, MU is $7,301 below the 60th percentile of all doctoral institutions.
   - For average salary, MU is $7,087 below the 60th percentile of all doctoral institutions.
   Professor:
   - For average compensation, MU is $15,746 below the 60th percentile of all doctoral institutions.
   - For average salary, MU is $12,799 below the 60th percentile of all doctoral institutions.
   Compared to UW-Madison:
   - For Assistant Professors, MU’s average salary is $5,100 below UW-Madison.
   - For Associate Professors, MU’s average salary is $7,800 below UW-Madison.
   - Professors, MU’s average salary is $2,900 below UW-Madison.

Gender Equity
Dr. Pauly noted that he submitted again this year a summation on gender salary adjustments made in consultation with the deans for FY 14 to the Chair of the Committee on Diversity and Equity. He personally examined the salary of each regular full-time woman faculty member and comparing her salary to the means of male and female faculty in her department or college. Dr. Pauly then consulted with the individual dean on any apparent salary discrepancies. Following this process 13 cases were identified as having salary discrepancies. The predominant cause of the salary inequities continues to be compression, with recent hires in rank being paid more than women faculty hired a few years ago or women recently promoted not having their salaries sufficiently adjusted to the means of the new rank. The provost office from university funds added $22,000 to boost the salaries of the 13 cases.

c. Promotion and Tenure Results
   Associate Professor with Tenure
   - 17 faculty applied for promotion to Associate Professor with Tenure
   - 8 males and 9 females
   - 17 awarded promotion with tenure
   Professor
   - 13 applied for promotion to Professor
   - 8 males and 5 females
   - 12 promoted 8 males and 4 females

d. Other
   - Grading Deadline Reminder:
     Grades are due at noon, Tuesday May 14.
     Urgency of submitting spring term grades by the deadline of noon on Tuesday, May 14, 2013. As widely discussed throughout the university, each of these colleges/schools now has a new academic dismissal policy, as mandated by federal regulations. The University is on a very tight timeline to do an academic review of all students and inform them of the results of that review. It is therefore imperative, more than ever in the past, that all grades are submitted in CheckMarq by the deadline. This is not an artificial deadline. Without the timely submission of your grades, your colleagues responsible for the academic review will be unable to perform their mandated work, and in fact, missing grades will now impact the future attendance of students at Marquette. Missing grades could very well cause a student to be dismissed and denied financial aid at the end of the spring term. I ask that you please keep this
very necessary service to students in mind as you complete your grading for the term and, I thank you in advance for meeting the deadline.

Note: Based on request from UAS grading deadline was extended one day 2 years ago to allow faculty more time to complete grading.

VII. Vice Chairperson’s Report – Lea Acord
Report on Faculty Council that they made good recommendations to the task force. Would like a bigger role in the elections and would encourage the COCE chair to come to a meeting in fall.

VIII. Committee on Diversity and Equity - Revised Description and Charge (introduction of new statute)
Social identities that impact faculty life. Their description was modeled like the one at St. Louis University. Dr. Welburn has joined the committee as well. This item will need to be held over and may be voted on at the August meeting.

IX. Other Business
Annual reports:
   a. Committee on Academic Technology, Dr. Scott D’Urso, Chair
   b. Committee on Committees and Elections, Dr. Joseph Domblesky, Chair
   c. Committee on Research, Dr. Doug Lobner, Chair
   d. Committee on Teaching, Dr. Johnette Caulfield, Chair
   e. Committee on Diversity and Equity, Dr. Lisa Hanson, Chair
   f. Faculty Council, Dr. Lea Acord, Chair
   g. University Assessment Committee. Dr. Sharon Ronco, Chair
   h. University Board of Graduate Studies, Dr. Michael Johnson, Chair
   i. University Board of Undergraduate Studies, Dr. James Richie, Chair

A vote was taken to accept all the annual reports as received.
Yes XX, No 0, abstention 0, the motion passes

X. Motion to Adjourn
A motion was made at 4:54 pm to adjourn.