I. **Call to Order at 3:06 pm. A reflection was given by Fr. Phil Rossi, S.J.**

- Members in attendance: Dr. Albert Abena, Dr. Lea Acord, Dr. Eugenia Afinoguenova, Dr. Harshit Aggarwal, Dr. Lori Bergen, Prof. Bruce Boyd, Dr. Margaret Callahan, Prof. Patricia Cervenka, Dr. Sharon Chubbuck, Fr. Michael Class, S.J., Dr. James Courtright, Dr. Robert Deahl, Dr. Marilyn Frenn, Mr. Gregory Gillman, Dr. Steven Goldzwig, Ms. Ann Hanlon, Mr. John Heflin, Dr. Jeanne Hossenlopp, Dr. Sandra Hunter, Dr. Peter Jones, Dr. Christine Krueger, Dr. Cheryl Maranto, Dr. Gary Meyer, Dr. Maureen O’Brien, Dr. John Pauly, Fr. Philip Rossi, S.J., Dr. Guy Simoneau, Dr. Dawn Smith, Dr. James South, Dr. John Su, Dr. Siddhartha Syam, Dr. William Thorn, Ms. Janice Welburn, Dr. G.E. Otto Widera, Dr. Joyce Wolburg

- Members excused: Mr. Joey Ciccone

- Members not in attendance: Dr. Raquel Aguili de Murphy and Dr. Alexander Drakopoulos

- Guests in attendance: Mr. Cas Castro, Fr. John P. Fitzgibbons, S.J., Capt. Dale Kaser, Dr. Daniel Meissner, Dr. Susan Mountin, Dr. Paula Papanek, Dr. Marques Reed, Ms. Alix Riley, and Dr. Dennis Sobush.

II. **Approval of May 9, 2011 Minutes**

A motion was made and seconded to approve the minutes. The minutes were approved. Members introduced themselves.

III. **Provost Report - Dr. John Pauly:**

- The President will attend the December 12 UAS meeting and will meet with the Executive Committee prior to that meeting.

- **The new Wisconsin “Conceal Carry Law”**

  The law goes into effect on November 1, 2011. Dr. Pauly anticipates being able to share the University policy concerning the new law with the UAS at the September meeting.

  - Prof. Boyd inquired if weapons are allowed in the parking structure. Dr. Pauly will follow up on this.

  - Fr. Class noted that Public Safety does have storage available to secure guns for hunters.

- **Update - faculty retirement options**

  The suggestions offered by the Faculty Welfare Committee have been reviewed by the Finance Department. At the September meeting, Dr. Pauly will share a new retirement option and tenure buyout option.

- **Update - gender equity**

  Dr. Pauly has reviewed all the faculty lines as they relate to gender equity and is speaking with deans about those lines that seem to need adjustment. He will give more details at a later date.

  - Dr. Krueger inquired about the Gender Resource Center. Dr. Pauly discussed this with Fr. Pilarz who has given his approval for a Gender Resource Center. The Center will be located on the 4th floor of the AMU.

- **Update - sexual assault issue**

  Dr. Pauly has had many discussions with Janine Geske on this matter and several individuals were sent to conferences on this topic. Marquette has brought itself into compliance with Wisconsin law effective May, 2011. There is ongoing discussion to improve the working relationship with the police department and district attorney’s office. Victims may still choose not to talk with police. All first year students will receive training regarding sexual assault issues. Official training for student groups such as athletics will also take place. A new position entitled “victim advocate” for students has been created in Student Health Services. Additional efforts will be made to ensure that faculty members are knowledgeable in assisting students on these matters.
• Dr. Courtright noted that in the past, employees have had online sexual harassment training. Dr. Pauly indicated that he is not sure what type of training would be best for the faculty. A preliminary meeting on the subject of habitual sexual assault has already occurred with the Deans. He believes more information like this should be shared with the faculty.

• Dr. Maranto asked how the University could be out of compliance for so long. Provost Pauly stated that sometimes institutions lag in maintaining compliance as the law changes. A crisis caused MU to come into compliance with the new law.

• The ‘Dear Colleagues’ letter was discussed. (This letter was posted on the US Department of Education website and will now be posted on the UAS website for future reference.) It is important that faculty members feel comfortable with how they help a student. A question often raised is whether one is obligated to report a sexual assault issue. Should the reasonable doubt standard by applied? We know what we need to know and its relationship to the student conduct code. Dale will place this Dear Colleague letter on the UAS website.

f. Meetings of EC with Dean’s Council proposal
The Provost stated that he will schedule one joint meeting a semester with the UAS Executive Committee and the Dean’s Council.

g. Other
Dr. Thorn asked if the new guidelines regarding the awarding of scholarships to new students is working. Dr. Pauly noted the response this year has been unprecedented. Usually there are about 100 to 120 students who are admitted but choose not to attend MU. This year only 15 to 20 students who were admitted to MU chose another school. Enrollment management indicates that we did a great job. There will be further discussions to look at more specific issues which will include how to address transfer students.

IV. Chair’s report – Dr. James South
a. Status of UAS appointments from EC.
Dr. South noted that ideally by the September meeting, all the UAS liaisons to standing committees will be in place. He asked that Senate members consider serving on a committee if asked. The following committees still need members:
  i. Faculty Council – 3 members
  ii. Council on Academic Policies and Issues – 3 members (at least one must be outside A&S, Education and Nursing)
  iii. Council on Faculty Welfare – 1 member
  iv. CFW Subcommittee on Equity – 3 members
  v. CFW Subcommittee on Part-time faculty (no active members)

b. Meeting with UAS Committee Chairpersons
Members of the Executive Committee will meet with Committee Chairpersons to discuss committee responsibilities prior to the October UAS meeting.

c. Other
The August 26, 2011 email from Dr. Dan Maguire to James South as Chairperson of the Senate will be discussed at the September UAS EC meeting.

V. Vice Chair’s Report – Prof. Patricia Cervenka
a. Report of Faculty Council Committee
Four additional committee members are needed. The group will meet the 1st Wednesday of the month from 3 to 4:30 pm in Raynor 301. The Council is currently working on the charge given to the Council last year regarding increased communication and shared governance.
VI. Other Business

a. Presidential Inauguration Update – Ms. Janice Welburn, Dean of Libraries

The schedule of the events are on the Inaugural Committee website. The goal of the committee was to have events that draw from all groups on campus. Faculty are encouraged to have their students attend. To date 60 faculty members have signed up to attend. Layouts of the event in the Al McGuire Center were distributed to the Senators. The Scranton University inauguration will take place the week before the MU event and the Creighton University event will take place the week after the MU inauguration. Fr. Pilarz will need to attend these two events as well. Dr. Gary Meyer will be the grand marshal and Dr. Krista Ratcliffe will be the faculty speaker at Fr. Pilarz inauguration.

Fr. Rossi S.J. announced that an academic event will take place on November 14 at 4pm. The theme of the event is the history of theater in Jesuit Catholic education. Dean Callahan from the College of Nursing and Dr. Su, Professor will respond.

b. Adding criminal history question to faculty profile application – Dr. James South

A criminal history question has been added to the faculty profile application. The UAS discussed when/whether this information should be shared with others during the faculty recruitment process and if so, to whom and when. A discussion ensued and some felt that if the offense is related to the position to which the individual is applying, information should be shared. Others felt the Search Committee should have all the information on candidates who are invited to campus as finalists for a position. It was also stated that that Wisconsin law prohibits discrimination and a suggestion was made that recruitment committees have an orientation about the law and it was suggested that the legal department at MU help answer the question about to whom the information is shared. Fr. Rossi commented that we are not the first university to address this issue and we should identify best practices from other universities.

Dr. Krueger felt Human Resources should provide departments with basic overall search guidelines. Faculty involved in hiring should be protected from potential lawsuits. Mr. Castro indicated that currently Stephanie Russell, William Welburn and he are working to create a “hiring for mission” package. Gregory Gillman inquired about the process for dealing with these matters for nonacademic hires (administration/staff). In answer to his question, it was stated that Human Resources determines if what is noted on the application is related to the job and shares information selectively. Some faculty agreed that only HR should know what is reported. Chairperson South stated that any Senate members with additional thoughts should forward them to the Faculty Welfare Committee. Senators are also encouraged to discuss this matter with the constituents that they represent. This issue will be referred to the Faculty Welfare Committee to develop a policy and process recommendation to the UAS.

c. HR changes to the MU ID Card – Dr. James South

i. MU ID cards no longer have “faculty” or “staff” designation. The cards now say “employee” for all categories. In the past, there were five distinctions; administrators, faculty, staff, student and visitor. When upgrading to the Oracle system, Human Resources decided on three classifications instead of five - employee, student and visitor. Several Senators voiced their concern that eliminating “faculty” and “administrator” from the ID card would cause some privileges that faculty and administrators receive from other universities and/or libraries whose privileges are based on faculty/administrator identification. Marquette University is currently the only AJCU schools with three classifications for employees. Cas Castro will consider changing the designation on MUID cards by adding “faculty” and “administrator”.

VII. Motion to Adjourn

A motion was made and seconded to adjourn the meeting at 4:30 p.m.

The next meeting will be Monday, September 19 at 3 pm in AMU 227.

Respectfully Submitted:
Lea Acord, Secretary