I. Call to Order by Dr. Cheryl Maranto at 3:05 pm.

II. Reflection was given by Prof. Bruce Boyden

III. Approval of April 18, 2016 minutes
   - Motion to approve: Mrs. Janice Welburn
   - Second: Dr. Michael Wert
   - Voice Vote: Unanimous

IV. Chair’s Report – Dr. Cheryl Maranto
   - Senate needs a volunteer to serve as UAS representative on Academic Program Review Council for a three-year term. Dr. Noreen Lephardt is completing her term on this Council.
   - Dr. Myers: Academic program review has been a reinvigorated process; the reviews are turning out to be very helpful to the programs; please consider participating as this is a place where one can truly make an impact on the institution.
   - Dr. Lephardt: Encourages participation; this is important work in terms of supporting the academics of the organization; Dr. Linda Salchenberger will write a letter to department chairs seeking your assistance and highlighting the importance of this service to the university.
   - Need a senator to sit on the food service provider selection advisory committee and to participate in the RFP process; the first meeting is on May 20 and then will resume in the fall.
   - Current and incoming senators are eligible to vote on all of the items on today’s agenda. Welcome to new members; sincere thanks to those completing their terms; and thanks to members of the executive committee for their work.

V. Vice Chairperson’s Report – Dr. James Richie
   - Report will be provided later in agenda during discussion of recommended work groups.
VI. Secretary’s Report – Dr. Noreen Lephardt
   • UAS leadership and liaison election results
   • 36 paper and electronic votes were cast
     • Chair: Dr. Cheryl Maranto
     • Vice Chair: Dr. Anne Pasero
     • Secretary: Dr. Noreen Lephardt
   • UAS Executive Committee: Prof. Bruce Boyden and Dr. Julia Azari
   • Liaison to University Board of Graduate Studies: Dr. Sumana Chattopadhyay
   • Liaison to University Board of Undergraduate Studies: Dr. Michelle Mynlieff
   • Thanks to all individuals who accepted nomination to be on the ballot, and who were willing to take an active roles shared governance.

VII. Provost’s Report - Dr. Daniel Myers
   • VP Enrollment Management search is completed; will announce later this week.
   • Dean of Admissions search – no change from previous meeting.
   • Dean of Nursing – chair reports a strong pool of candidates; airport interviews will be conducted soon.
   • VP Student Affairs: finalists have been selected from among an excellent pool; 4 candidates are participating in campus visits; excellent job on part of committee in selecting a diverse and strong pool of candidates.
   • Strategic Plan is actually out and all can review on the website; was approved unanimously by Board of Trustees and released to campus. This is not set in stone; is available to everyone for review, suggestions and reactions; the reason for making available as a website instead of a printed report is so that we can make changes, etc. Look at the goals, objectives, tactics and the dashboard which contains key performance indicators.
   • Professor McAdams has filed a lawsuit against university; following that action, university decided to release the full report of the faculty hearing committee, along with Dr. Lovell’s correspondence with Dr. McAdams; university is hopeful this will aid the community in better understanding the issues.
   • Enrollment: May 1 is official deadline for deposits, although we will continue to accept deposits in the next couple of weeks. Today is an important day in seeing where we are in relationship to our enrollment goals. The budget goal was 1935; as of 2:00 this afternoon, we have received 2010 deposits. This is a great position for us to be in at this point and are very happy with that; will be more deposits to come. Kudos to the incredibly high level of work that has been done by admissions and financial aid this year. Every single college met its enrollment goals except one – Education is very difficult across the country right now, and especially so in the Midwest. Expect that Education may also reach their goal before all is done. Also good news is that we are up in diversity across the university this year; overall, over 30% of new class will be considered minority by the new standards.

VIII. Discussion on Core Revision Process – Dr. John Su
   • Dr. John Su, assisted by Drs. Lowell Barrington, Lars Olson and Sarah Feldner, led a round table discussion of the Core Curriculum revision suggestions; thoughts and comments of the UAS groups will be included as the facilitation group prepares a report for the Provost. Each group reported out and the recorder was asked to provide a summary of their discussion to Dr. John Su.

IX. Proposed Revision to Tenure Buy-out Policy – Dr. Anne Pasero and Dr. James South
   • Dr. South made a PowerPoint presentation on the two proposed revisions to the Tenure Buy-out Policy. He reviewed the specific buy-out options being recommended.
   • The policy work group emphasized the importance of the discussion and feedback to the Provost’s Office. All tenured faculty members considering retirement need to be clear on all options available in particular the buy-out provisions that are related to faculty member’s age.
• Work group requested feedback from all tenured faculty.
• The work group will review a feedback, and follow the procedure for a Policy change.
• This is a new policy and is not retroactive. In the year that this policy becomes effective, anyone that reaches the appropriate age in that year can get the 100% buyout.

Questions:
  o What was the thinking behind the 25% and 5% amounts?
    ▪ There is general agreement at the department and university level that it is a good thing for university faculty to rotate; the work group was trying to incentivize retirement. The reason is not punitive, but rather is to encourage all faculty to think about how they will approach retirement when the time comes, and to have new blood come in, etc.
  o Remember that the age considered is the age at the end of buyout; if your age changes during the period when you sign the papers and when you take the buyout, then your age at the buyout is what applies. There is nothing that keeps emeritus faculty from serving on committees.
  o Do we have any idea what proportion of universities have buy-out vs. other types of retirement policies?
    ▪ Ten to fifteen percent have something close to what we have, in terms of buy-out or some type of financial incentive. Many Jesuit universities have a tenure buy-out policy of some sort, but the generosity of Marquette’s buyout is unusual.
  o For the one-time buy-out regardless of age, this could be fairly catastrophic for some departments. If a Department loses 3-5 faculty Departments basically shoulder the load of filling those classes while the tenure buyout is paid; this could be really tough in some departments.
    ▪ No policy will cover everything; how we are going to budget for these types of things, etc. are all good questions, thoughts for the work group.
  o For people who are currently over 68, there will be a one-time offer to accept the 100% buyout; they will not be able to accept the phased.
  o With the current policy, the Provost can change it at any time. The hope is that a proposal for a revised policy can come through the proper channels so that faculty can have a say in it rather than Provost doing whatever he wants to do.
  o Is there any specific reason the age of 68 was chosen?
    ▪ Came about primarily because of when social security benefits are set to take effect and done in such a way that any new faculty member would be eligible for this policy.

• Please provide any feedback to facultycouncil@marquette.edu.

X. Faculty Hearing Committee - Prof. Bruce Boyden

Motion:
 • Amend Statues of the University Academic Senate, Article 4, Section 1.01.1, final paragraph “Confidentiality”
 • Add paragraph to Statutes on Faculty Appointment, Promotion, and Tenure, Chapter 307 Section 307.07 as number 20.
 • Add paragraph to Faculty Grievance Procedure Article 9 as new section 9.03

Motion: Prof. Bruce Boyden: Indefinitely suspend the vote on the original motion presented to the UAS On April 18, 2016.

Rational: The motion was offered to postpone a vote on this motion indefinitely; action taken by the university earlier today to publish the unredacted version of the Faculty Hearing Committee report removes some of the urgency of the issue. After a full review, the Office of General Council had also expressed some concern with the language of the motion.

Second: Mr. Kurt Gering

Comments:
 • Dr. Lephardt: Thank you to Professor Boyden for the work and effort that were put into this topic.
• Dr. Maranto: Also, thanks again to the Faculty Hearing Committee for all of their work.
• Dr. Jim Richie: Senate can also be pro-active in determining the policy going forward; can now think about what kind of policy statements are really desired.

Vote:
30 in favor; 0 against; and 1 abstention.
Motion passes

XI. University Board of Graduate Studies – Dr. Michael Johnson

Motion:
• Amend Article 4, Section 2.03 – University Board of Graduate Studies
  o Section 7: “Serves, as needed, as a hearing body for graduate student appeals.”
  o Membership: the next to the last sentence in the paragraph will be revised to read: “Vice Provost for Graduate and Professional Studies shall be a non-voting member.”

Motion to approve: Rev. Michael Class, S.J.
Second: Prof. Bruce Boyden
Vote: Unanimous voice vote

XII. Revisions to Statutes of the University Academic Senate

Motion:
• To change title: “Dean of Graduate School” to “Vice Provost for Graduate and Professional Studies and Dean of the Graduate School” in Article 2, Section 1 – Definition of Membership

Motion to approve: Dr. Noreen Lephardt
Second: Prof. Bruce Boyden
Vote: Motion carried with 1 nay and 1 abstention by voice vote

XIII. Faculty Council – Dr. Jim Richie

Recommendation: Establish work groups for UAS and Faculty Council terms of office and dean search protocol

• If any senator is interested in serving on either of these work groups that will include members of both Faculty Council and University Academic Senate, please advise Dr. Cheryl Maranto. It is possible that at least a portion of the work of these groups will be done via e-mail. Both groups will produce working documents with the intent that proposals will be made in the fall.

XIV. Committee Annual Report

All annual committee reports are available on the UAS website.

a. Board of Student Media, Dr. Erik Ugland, Chair
   (No report submitted)

b. Committee on Academic Technology, Dr. Kevin Rich, Chair
   (Attachment XIVb)

c. Committee on Committees and Elections, Mr. Chester Loeffler-Bell, Chair
   (Attachment XIVc)

d. Committee on Research, Dr. Christopher Okunseri, Chair
   (Attachment XIVd)
   The numbers of applications vary from year to year; there is not a downward trend even though this past year was down.

e. Committee on Teaching, Mr. Jake Carpenter, Chair
   (Attachment XIVe)

f. Committee on Diversity and Equity, Dr. Jean Grow, Chair
   (Attachment XIVf)
   Given difficulties retaining faculty of color and women, any thoughts of both improving the data collection or a systematic exit interview process? OIRA has helped gather some data; provost is supportive of better gathering of the data. Whether we do an exit interview or survey, having conversation about a better and more consistent way in which to do this. Dr. Cheryl Maranto believes there is some proposed exit interview document somewhere in the Provost’s Office (from when Suzanne Abler was in that office).

g. Faculty Council, Ms. Lynn Whittenberger, Chair
   (Attachment XIVg)

h. University Assessment Committee, Dr. Sharron Ronco, Chair
   (Attachment XIVh)

i. University Board of Graduate Studies, Dr. Michael Johnson, Chair
   (Attachment XIVj)

j. University Board of Undergraduate Studies, Dr. Behnam Ghasemzadeh, Chair
   (No report submitted)

k. University Library Board, Dr. John Pauly, Chair
   (Attachment XIVI)
XV. Welcome new Senators and UAS leadership (4:55 to 5:00)

XVI. Adjourn at 5:09 p.m.
    • Motion to Adjourn: Ms. Janice Welburn
    • Second: Prof. Bruce Boyden
    • Voice Vote: Unanimous

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