I. Call to Order and Reflection by Dr. Gary Meyer. The meeting was called to order at 3:07 pm

Members in attendance: Dr. Albert Abena, Dr. Lea Acord, Dr. Raquel Aguilú de Murphy, Dr. Eugenia Afinoguenova, Dr. Harshit Aggarwal, Prof. Bruce Boyden, Dr. Margaret Callahan, Prof. Patricia Cervenka, Dr. Sharon Chubbuck, Dr. James Courtright, Dr. Robert Deahl, Dr. Marilyn Frenn, Mr. Gregory Gillman, Dr. Steven Goldzwig, Ms. Ann Hanlon, Dr. Jeanne Hossenlopp, Dr. Sandra Hunter, Dr. Peter Jones, Dr. Cheryl Maranto, Dr. Gary Meyer, Dr. Maureen O’Brien, 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, and Dr. Joyce Wolburg

Members excused: Dr. Lori Bergen, Dr. Christine Krueger, Dr. John Pauly, and Dr. G.E. Otto Widera

Members not in attendance: Fr. Michael Class, S.J., Dr. Alexander Drakopoulos, and Mr. John Hefflin.

Guests in attendance: Ms. Suzanne Abler, Mr. Matt Blessing, Dr. Bill Donaldson, Dr. Kerry Egdorf, Dr. John Fitzgibbons, S.J., Mr. Chuck Lamb, Dale Kaser, Dr. Chris Miller, Dr. Susan Mountin, and Dr. Dennis Sobush

II. Approval of September 29, 2011 Minutes

Dr. Acord had several changes and Dr. Courtright felt it should read sexual harassment rather than sexual assault. The minutes were approved with the recommended changes.

III. Provost Report- given by Dr. Gary Meyer.

Fundraising Update

- In the near future there will be an announcement forthcoming on possibly two new endowed chairs: One endowed chair in engineering at the $5 million level and one in theology representing a $1 million gift.
- If you’ve had occasion to visit Zilber Hall in the past few weeks, you’ll see a new display near the rear entrance with small plaques for each of our endowed scholarships. There are nearly 300 plaques with recognition ranging from $1 million-plus to $100,000 – with room for more.
- Endowed scholarships will continue to remain a priority for fundraising.

Enrollment Update

- Freeze date for final enrollment numbers is next week.
- Preliminary numbers indicate we exceeded both Freshman and Transfer budget targets.
- Quality and diversity look strong. Current indications show that the final ethnic minority diversity percentage should be ahead of last year’s 19% for the freshman class.

Concealed Carry: OGC has approved the use of the talking points:

1. Effective Nov. 1, Wisconsin state law will permit the carrying of concealed weapons.
2. The law does not include an exemption for colleges and universities.
3. To the extent allowable under 2011 Wisconsin Act 25, Marquette University will continue its no weapons allowed policy.
a. This means that, in accordance with the law, Marquette will prohibit the possession of weapons in campus buildings, including both academic facilities and residence halls. This will require the university to post signage on all buildings.
b. The university cannot restrict the possession of weapons in outdoor areas of the campus, in student apartments, in buildings leased from the university or in university parking lots or structures. However, the university will require that weapons in vehicles and university-owned apartments be secure. (In vehicles, weapons must be either cased or stored in the trunk or glove compartment and the vehicle locked. In apartments, weapons must be stored so no other resident can gain access to them.)
c. Employees will be prohibited from carrying weapons in the course of their employment and from using their personal vehicles for university business if the vehicle contains a weapon, unless a supervisor approves such usage in advance.

4. Other Wisconsin colleges and universities are instituting similar policies.

5. A website – marquette.edu/weapons-policy – is under development to fully outline what is and is not permitted under both Wisconsin law and university policy. The website will be live prior to the law’s Nov. 1 implementation date. Employee and student handbooks will also be updated to reflect changes.

6. Meetings are being planned with various representative groups on campus to explain the details of the policy.

7. We will work with the Executive Committee to have representatives here at the Oct 17 meeting to discuss the Marquette policy with Senate.

Dr. Frenn inquired if Marquette could band together with other universities for a change. The Office of Marketing and Communication noted that Wisconsin institutions have already tried to get an exception for academic institutions. General Counsel is working on very detailed information for each group on campus. Dr. Courtright asked about if there was a violation of university policy where would the consequences be spelled out. Dr. Miller indicated that this would be similar to any other violations which are covered in the student handbook. Ms. Mary Pat Pfeil indicated that the Office of Marketing and Communication will launch a website and signs will be mounted on all building exterior doors in mid-October.

Tenured Faculty Retirement Options
Submitting to UAS for discussion and motion to approve at Oct 17 meeting

At the request of the University Academic Senate, the Office of the Provost reviewed a proposal from the Committee on Faculty Welfare (May 2010 document included in attachments) concerning additional retirement options. General Counsel, Finance and the Deans reviewed suggested options on adding a phased retirement option along with the current tenure buyout. Both options will be reviewed periodically to determine the merit of continuing these or offering other retirement options that encourage senior faculty to transition towards retirement.

Phased Retirement Option (new option) (Option 2 of CFW report)
For phased retirement, a faculty will exchange tenure for a 50% reduction in load and 50% of current year salary plus an additional payment of $14,400 to offset cost of purchasing health benefits. Faculty may choose the phased retirement for 3 years (with early opt out option available). It will be up to the individual units to determine acceptable teaching and/or equivalents.
of 6 credit hours per semester for the academic year. The academic year does not include the summer term for faculty on 9 month contracts.

**Tenure Buy-out:** Current policy will remain in effect with no changes. Once a faculty member has chosen either option the decision is irrevocable.

**Proposed Adoption:**
If approved by UAS, the phased retirement option can be implemented as early as the 2012-13 academic year.

In anticipation of a modification to the current Tenure Buy-Out policy, it was necessary to rescind the current policy prior to September 15, 2011. Once a decision by UAS has been made on the phased retirement a modified policy will be adopted within the current notification date of December 1, 2011. If further deliberations are required beyond the October 17 UAS meeting, the current tenure buyout policy will be reinstated with no phased option for 2012-13. All new tenure buyout requests for 2011-12 will be on hold until a modified policy is adopted or the current policy is reinstated.

This in no way jeopardizes those who desire to retire next academic year from being approved for the tenure buy-out by the December 1, 2011 deadline.

Dr. South thanked the Committee on Faculty Welfare for their work as well administration for these options.

The following questions arose:

- Dr. Goldzwig sought clarification that you could get 100% buyout under 65 without health benefits.
- Dr. Syam inquired if all the teaching can be done in one semester. No, not at this time.
- Dr. Simoneau asks about the age for phased retirement. This will be the same where the number of years of service and age combined add up to 70. You can obtain a buyout beginning at age 55 with 15 years of service.
- Ms. Abler confirmed that employment is defined as 6 credit hours per semester. Human Resources are currently looking at other universities regarding their definition.
- Some areas offer 4 credit classes. Teaching 24 credits is full-time. Other equivalent work may be projects and/or advising.
- Dr. Courtright inquired if Dr. Meyer’s comments where written someplace. A final version will be sent to the senators prior to a vote at the October meeting.
- Ms. Abler confirmed that the deadline is December 1 for the current policy which is on hold until the vote has been taken.
- This will shift the load for service less tenured faculty in the mix, especially in smaller units?
- Dr. Frenn inquired if a faculty becomes ill or dies does this transfer to their family. If the faculty becomes ill they could turn to short or long term disability if they have it. No, if the faculty dies it terminates the agreement.
- Dr. South thanked administration for taking the faculties request and making this a possibility.
- Dr. Deahl noted that this flexibility is really a good thing for everyone.
IV. Chair’s report – Dr. James South

Welcome Dr. Margaret Bloom and Ms. Gilly Gokalgandhi.

a. Dr. McGuire response

There were two handouts for the senators this afternoon. Fr. Rossi pointed out that there are larger issues that need to be address. Fr. Frenn noted that some part-time faculty don’t like knowing if they will be working from one semester to the next. This was raised at a CAPI meeting and should be addressed.

b. Faculty Activity Reporting Group task to oversee implantation of online faculty activity reports anticipates sharing a report with UAS in spring. This group still needs UAS members to participate. The University Budget and the Facilities Master Planning Committee also need UAS representation. Please contact Dr. South if you are interested in these positions.

c. Other – The CORE has been in place for several years. Might this be the time for UBUS to review its successes? The Higher Learning Commission is coming in 2013-2014 for review. Investigating the best way to investigate the CORE. Not about asking the modifying the core and what might need improvement.

- There will be a meeting of the AAUP on Thursday, October 6th at 5:30 pm in DS 250 with Dr. Irene Mulberry speaking from Fairfield University.

V. Vice Chair’s Report – Prof. Patricia Cervenka

The Faculty Council met on Sept. 7. We will be meeting October 5, November 3 and December 7 this semester at 3:00 in the Raynor Library room 301.

1. Currently we are working on producing ideas for monitoring how well shared governance is working. All faculty ideas in that regard are welcome.

2. In that regard we have Father Pilarz for a date in spring for a faculty forum. In the meantime we are focusing on developing questions to give to Father for the forum. We want to finalize the questions for Father Pilarz by early January. We are hoping for a February or early March forum.

3. One issue brought to the attention of the Council is that faculty often has no information about the process by which faculty lines are moved or consolidated nor for that matter how TA lines are distributed. We will be exploring that process to determine how shared governance principles may be part of the process.

4. One way of monitoring how decisions are made between the administrators and the Senate. Is perhaps posting on the Senate website items with pending decisions be so faculty have knowledge of current decisions in process.

VI. Other business

a. Presentation by Chris Daood, Assistant Director of the Counseling Center and Sue Cooper, Coordinator of Sexual Violence Services/Advocate. A powerpoint presentation was given.

All volunteers to be trained. All training will be done in the dorms by Thursday of this week. The attendance has been about 85%. Bookmark was sponsored by the Greeks. Responded in a positive way due to media coverage that was poor.

Sue Cooper explained how her position was created and the passion she for providing services in this area. This brings her campus and community relationships into this new position.
VII. Motion to Adjourn was seconded

4:56pm

*The next meeting will be Monday, October 17 at 3 pm in AMU Ballroom E.*