I. Call to Order – The meeting was called to order at 3:03 pm by Chairperson James South. Reflection by Dr. Maureen O’Brien

II. Approval of September 19, 2011 Minutes

- Dr. Chubbuck stated that the College of Education continues to have concerns about the automatic loss of tenure in the phased retirement option and requested that her comments from the September meeting be added to the September minutes.
- Dr. Krueger requested that the ‘CORE’ be replaced with ‘University Core of Common Studies’.
- Dr. Frenn had sent changes to Dr. Acord to modify what was sent regarding the response to Dr. Maquire’s response. These changes will be incorporated.

A motion was made and seconded to approve the minutes with the noted changes. The vote was 29 in favor, 0 against and no abstentions. The motion carried.

III. Provost Report- Dr. John Pauly

Announcements: Fundraising /Gifts/Grants

- In conjunction with the October 7th dedication of the new Engineering Hall, a gift of $5 million for an Endowed Chair in Electrical Engineering was made to the College.
- Scholarship support continues to be a University priority. Scholarship gifts within the last month include:
  - A $200,000 commitment along with two $25,000 gifts in support of the Urban Scholars program. This gift provides aspiring students from financially disadvantaged backgrounds from schools in the Chicago and Milwaukee areas to attend Marquette University.
  - A $100,000 endowed scholarship gift to the Diederich College of Communication.
- A gift of $135,000 to the College of Nursing. $50,000 will go towards an endowed scholarship and the remaining $85,000 will go toward the Greater Milwaukee Catholic Education Consortium (GMCEC), of which Marquette is a partner with Alverno College, Cardinal Stritch University, Marian University and Mount Mary College.
- The University concluded the community campaign to support United Way, the United Performing Arts Fund and Marquette.

**a. Retirement Option Proposals**

- At the request of the University Academic Senate, the Office of the Provost reviewed a proposal from the Committee on Faculty Welfare concerning additional retirement options. Under the proposed Benefits for Surrender of Tenure Policy, tenured faculty eligible for retirement (UPP 4-18) can choose between a full retirement option or a phased retirement option. Periodic reviews of both options will be conducted to determine the merits of continuing these or offering other retirement options for eligible faculty. General Counsel, Human Resources and Finance reviewed the option and are supportive of adding this to the current policy.
- The current retirement policy option will remain in place.
- To be eligible for phased retirement benefits, a tenured faculty member must be eligible for retirement under [University Policy and Procedure 4-18](#), including the requirement of being at least 55 years of age and having a combined total age and years of full-time service with the university that equals at least 70.
- In the phased retirement option, the faculty member is appointed to a nonrenewable three-year, part-time faculty position. Salary is paid at 50 percent of what his/her salary was in the academic year in which he/she applied for phased retirement, plus $14,400/year to partially cover benefits. In addition, those choosing the phased retirement option are eligible for all benefits of part-time faculty, including purchasing university-sponsored medical, dental and vision benefits with pre-tax dollars, purchasing life insurance, participating in flexible spending accounts and matching portion of the retirement plan, and tuition remission.
- **If endorsed:** Tenured faculty can apply for the phased retirement benefit for the 2012-13 academic year beginning tomorrow, October 18th. The deadline for tenured faculty to apply for the phased retirement benefit for the 2012-13 academic year is 4:30 p.m. Thursday, Dec. 1, 2011. In the future, applications may be made beginning September 15 and ending no later than December 1 of the year prior to the retirement option request.
- Dr. Maranto questioned whether the work load of six credits included research and will the document reflect this flexibility regarding workload. Dr. Pauly answered that the actual work load will depend on what is negotiated in the department/college and approved by the dean and provost and will allow for flexibility. A second question asked if the $14,400 is a flat stipend. This number was generated as an average based on the current number of married vs. single and EPO vs. PPO options selected. This number will be reviewed annually by the Provost but at this point, the amount is fixed
- Dr. Frenn raised a question regarding Medicare language in the proposed buyout. Mr. Doug Smith stated this language has been in the tenure buyout document for a number of years. He will go back and look at it. If it is not correct he will take it out. If it is correct, he will explain why. Dr. Frenn recommended that the wording reflect that possible change in age for Medicare eligibility.
The Provost again emphasized that we are taking one step now. Lack of specific terms shouldn’t hold back the new option. What is decided today may not be the end of the discussion.

Dr. Chubbuck stated that the College of Education discussed this offer at some length on Friday and continues to have concerns about the automatic loss of tenure in the phased retirement proposal. She stated that the COED supports the phased retirement option but the automatic relinquishment of tenure is problematic. She stated that not all universities with phased retirement include this loss of tenure (See U of Minnesota). The loss of status, privilege, and protection afforded by tenure will be gone even though the faculty member would still be active in service to MU. The contract signed at the time of the retirement period should protect the University from a faculty member trying to return to full-time service at the end of three years. Based on these concerns, the College of Education faculty who attended a Friday, October 14, 2011 meeting unanimously agreed to have the following statement read to the UAS and included in the minutes of this meeting.

“the faculty members of the College of Education strongly object to the stipulation that surrender of tenure is tied to the Phased Retirement Option. Regardless of the merits of limiting the number of years a faculty member may work at half-time, we see no reason why tenure must be abandoned prior to the agreed upon retirement date. In fact, this obligation conveys the message that faculty member who are transitioning to retirement are no longer worthy of the distinction and protection that tenure affords – and that age alone is the basis for this.”

The Provost stated he had not seen the model used at the University of Minnesota and nothing has been brought to his attention since the last University Academic Senate meeting regarding different models of phased retirement.

Dr. Chubbuck noted that the contract should protect the University as well. Is there a quota of the number of people that may accept this offer? Dr. Pauly replied that, at this point, the University’s position is that it can handle the number of faculty members who may apply for the phased option.

Dr. Courtright asked if these issues could be added to the FAQs that have been written regarding this issue which is used for the purpose of explaining the options further.

Dr. Krueger thanked the Faculty Welfare Committee where this idea generated from over six years ago. This is a tremendous opportunity for the faculty.

Dr. Jones challenged the statement that faculty who are choosing the phased option would not be granted Emeritus status until after the three years of part time work. Dr. Courtright voiced a concern that there may be a certain loss of prestige when a tenured faculty member becomes a part-time employee.

Dr. Pauly stated that some faculty members need a little time to make the transition to retirement. Three years allows for a more gradual process.

Mr. Gillman stated that he sees very little down side to this. If no one takes this option than you know it needs to be redesigned but it is wonderful to have more than one choice.

Dr. South thanked Ms. Abler and Mr. Smith for their responsiveness to questions and concerns.
The discussion concluded and the Senators were asked to vote to “approve the proposed policy entitled Benefits for Surrender of Tenure Policy.” The vote was 29 in favor, one against, and no abstentions. The motion carried. This option will now be available for next academic year.

b. Concealed Carry Policy
Dr. Pauly asked if the group had any questions or concerns regarding the new Concealed Carry Law that will go into effect in Wisconsin on November 1, 2011. A senator asked when signage will take place on campus indicating areas where concealed weapons will not be allowed. Mr. Steve Duffy responded that all the signs will be up by the end of the week.

c. Reaffirmation of Accreditation - Dr. Gary Meyer
Dr. Meyer thanked his co-chair Dr. Toby Peters who has helped facilitate the process for preparing for reaccreditation in 2014. He gave a power point presentation that can be located on the UAS link in the agenda for the October 17th University Academic Senate meeting. In addition, he stated that when the accreditation team visits they will want to contact UAS members, attend classes, and will randomly solicit information from faculty, staff and students around campus. Since the team will have access to everyone on campus, it is important for the campus community to understand the importance of the reaccreditation visit.

- Dr. Krueger stated that shared governance had been a concern in the last accreditation visit and suggested that the Faculty Council review the progress the UAS has made on this issue.
- Dr. Meyer is aware that there will be a new UAS chair each year and he will work closely to keep this individual and the Senate in the loop.
- Dr. Goldzwig wondered how this activity will fit into the next strategic planning cycle. Dr. Meyer responded that that portion of the report will be not be written until the summer of 2013. Dr. Pauly noted that this is one of the first things that he spoke with President Pilarz about.
- Dr. Chubbuck inquired about how the diversity efforts on campus will be coordinated at the college and university level. Dr. Meyer replied that each subcommittee will have a member from each academic unit on its team.
- Fr. Rossi asked how the members of the Board of Trustees would be involved in this process. Dr. Meyer will be making a presentation on December 7th to the Trustees’ Committee on Enrollment and Academic Excellence and is waiting for a time to be determined for a presentation to the full Board.

Dr. Meyer welcomes any additional questions or comments. He will be making about 20 similar presentations to various units on campus by the end of the calendar year.

IV. Chair’s report - Dr. James South
a. Crime around Campus Update - Mr. Larry Rickard
Mr. Rickard gave the Senators a presentation on the status of crime in and around the Marquette campus during the Fall semester. (See Attachment 2PS – Public Safety Overview.)
Questions/Comments:

- Dr. Aguilu de Murphy wanted to know if there were more incidents during basketball season. Lt. Shaw noted documentation does not indicate more incidents. They do see more students walking to the games and reports of more incidents in the Bradley Center. There is overall less foot traffic and more limo calls when the weather gets colder.
- Public Safety is working with MUSG to bring in speakers and working collaboratively to figure out solutions. A limo driver would never turn away someone because (s)he is drunk.
- Dr. Wolburg shared some of the conversations she has had with students and their comments such as blaming the problem on the drinking age being 21 and how it would be safer to drink in a resident hall. Also, students expressed concerns that they were unable to determine if an individual is medically at risk. Students do not want to get someone else in trouble.
- Public Safety has met with every coach and is meeting with each of the teams. Coaches are grateful for the information that is being shared.
- Public Safety takes faculty and students to the train station.
- Milwaukee Police Department has 1 squad car patrolling the area on the weekend while Public Safety may have between 10 and 12 cars on duty.
- Dr. South concluded this portion of the meeting noting that this may be only part one of a larger discussion on this issue.

b. Assessment of Deans
   This item will be discussed in November due to time constraints.

c. UAS Actions 2010-11. A document was prepared for the Senators outlining the actions of the UAS last year in order to understand the outcomes of the actions. The Provost will provide a report to the Senate in response to the actions at the November UAS meeting.

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

- Faculty Council did not have a meeting the first week in October because of the scheduling conflict with an AAUP visitor on campus. Unfortunately, the event was cancelled due to bad weather.
- COCE continues to go through the nominations to find faculty for the vacancies on Faculty Council. If Senate members have others to nominate, please send those names to Professor Domblesky.
- The Faculty Council presented our question to the Provost about sharing information on the process for reallocating faculty and TA lines among departments.
- The Committee is waiting to be given a date when Father Pilarz will be available for a faculty forum in the Spring of 2012.
VI  Other Business

The following motions were made by the University Board of Graduate Studies:

a. **Motion to Approve Termination:**
   M.S.E.M., Engineering Management, College of Engineering
   Clarification was provided that yes this program is offered in conjunction with the
   College of Business Administration.
   A vote was taken: Yes -25, No-1, Abstain-0. The motion carried

b. **Motion to Approve Termination:**
   Certificate in Engineering Innovation Engineering Management, College of Engineering
   A vote was taken: Yes -24, No-0, Abstain-0. The motion carried.

c. **Motion to Approve Termination:**
   of Engineering
   A vote was taken: Yes -26, No-0, Abstain-0. The motion carried.

d. **Motion to Approve Termination:**
   Certificate in Professional Communication, College of Communication
   A vote was taken: Yes -26, No-0, Abstain-0. The motion carried.

e. **Motion to Approve New:**
   Certificate in Alternative Dispute Resolution, Law School
   A vote was taken: Yes -26, No-0, Abstain-0. The motion carried.

f. **Motion to Approve New:**
   Certificate in Litigation, Law School
   A vote was taken: Yes -26, No-0, Abstain-0. The motion carried

A motion was made and seconded to adjourn. The motion carried and the meeting adjourned at
5:08pm.

Respectfully Submitted:

Lea Acord, Secretary