Members in Attendance: Dr. Julia Azari, Dr. Abir Bekhet, Dr. Sumana Chattopadhyay, Fr. Michael Class, SJ., Dr. Robert Deahl, Mr. Michael Dole, Dr. Joseph Domblesky Dr. Sarah Gendron, Mr. Kurt Gering, Ms. Courtney Guc, Dr. Brian Hodgson, Dr. Jeanne Hossenlopp, Dr. Kristof Kipp, Dr. Noreen Lephardt, Mr. Scott Mandermack, Dr. Cheryl Maranto, Ms. Aliya Manjee, Dr. Tim Melchert, Dr. Gary Meyer, Dr. Daniel Myers, Dr. Michelle Mynlieff, Dr. David Papke, Dr. Anne Pasero, Ms. Katherine Reiter, Dr. Jim Richie, Ms. Michelle Sweetser, Dr. Doris Walker-Dalhouse, Ms. Janice Welburn, and Ms. Mary Jo Wiemiller

Members Excused: Dr. Pradeep Bhagavatula, Prof. Bruce Boyden, Mr. Steven Hudson-Mairet, Dr. Rick Holz and Dr. Allison Hyngstrom, Dr. Michael Wert

Members not in attendance: Dr. Marie Hoeger-Bement, Prof. Bruce Boyden, Dr. Javier Ibanez-Noe, Dr. William Thorn

Guests: Ms. Sandi Cleveland, Dr. Kerry Egdorf, Dr. Susanne Foster, Dale Kaser, Dr. Marya Leatherwood, President Michael Lovell, Ms. Rochelle Marigold, Mr. Chris Stolarski, Ms. Lora Strigens and Dr. William Welburn

I. Call to Order - Dr. Cheryl Maranto called the meeting to order 3:03 pm

II. Reflection was read by Dr. Sarah Gendron

III. Approval of August 31, 2015 minutes

   Motion to approve: Mr. Kurt Gering
   Second: Dr. Robert Deahl
   Voice Vote: Unanimous
   The motion passed unanimously.

IV. Chair’s Report – Dr. Cheryl Maranto

   • Committee charges were reviewed. University Academic Senate | Marquette University
   • University Board of Undergraduate Studies Senate Liaison – Dr. Anne Pasero will serve this role.
   • Vice Provost for Academic Affairs interview panel will be Kurt Gering, Brian Hodgson, Tim Melchert, Michelle Mynlieff, Doris, Walker-Dalhouse, Janice Welburn and Mary Jo Wiemiller

V. Vice Chairperson’s Report – Dr. James Richie

   Faculty Council will meet Monday, September 28th at 3 pm.

VI. Secretary Report – Dr. Noreen Lephardt

   New seating arrangement will be better for interaction among senators but will make vote counting more difficult.

VII. Provost’s Report - Dr. Daniel Myers

   Welcomes feedback on seating arrangements.
   Diversity Efforts
   • We piloted a new RA training module. Will look at using it for all freshman in the future.
   • Climate study results have been released. There is work to be done but in general we are very positive about the results. Climate Study // Office of the Provost // Marquette University
   • Excellence in Diversity and Inclusion Award will be given for the first time in spring.
   • Joined National Center for Faculty Development and Diversity as an institution. Will assist with mentoring resources for women and minorities.
• Native Americans will have a contact person in Intercultural Engagement who will work with staff. The new Diversity and Inclusion website will also include Native Americans. Diversity | Marquette University
• The Gender and Sexuality Resource Center (GSRC) will be split into Center for Gender and Sexuality Studies, and Center for Intercultural Engagement Center for Intercultural Engagement | Student Affairs | Marquette University
  o Student Affairs to coordinate the student services
  o Klingler College of Arts & Sciences to work with the Women and Gender Studies
• A GSRC listening session was scheduled for an hour and lasted three. It was very moving and impactful for the students to have an opportunity to speak. Thank you to everyone involved.

Upcoming
• Comprehensive Diversity Plan, Realigning/Coordinating Diversity Efforts, Action Items from Climate Survey and Native American Initiatives with both a committee and advancement. Diversity Plan is under revision and Dr. William Wellborn will coordinate
• The Strategic plan is being reviewed by Dr. Mayra Leatherwood who has done many interviews on campus to date. She will be working on goals that can be measured. There may be some tweaking of how the themes are laid out. She is gathering input.
• Enrollment plan will be finalized prior to the end of the year. Huron Consultant is currently working on graduate level education.
• US News has us currently ranked at 86 coming from 76th. The change is a result of two things 1) our acceptance rate changed for 1st year students as we are not avoiding applications which we feel will not be a good match and 2) the class size which is determined by the number of classes less than 20 and more than 50 students. Several schools above us are tied. With only two more points Marquette would have been ranked 75th.
• Vice Provost for Academic Affairs interviews have been scheduled. Thank you senators for your participation in this process

VIII. President Michael Lovell addressed the Senate prior to the Climate Survey Presentation.
  He noted that the study will provide MU with a base line. A starting point to show our improvement over time. Each year the university will look at three tangible initiatives that can make an impact. He is looking forward to improving the climate. The survey had a great response rate especially from the students with over 30% responding.

IX. Climate Survey Report- Dr William Welburn, Associate Provost for Diversity and Inclusion
Dr. Welburn suggested that senators view the video of Dr. Rankin’s presentations; it will lead you to want to look deeper into the report. The Campus Climate executive summary can be accessed at: http://www.marquette.edu/provost/climate-results.php.

Dr. Welburn made a PowerPoint presentation to the UAS covering next steps in the process. The university owns the data which will be accessible in about six months. He reviewed some of the descriptive data covering our strengths and challenges. Over the next 12 to 18 months the campus will begin to develop action steps based on the campus-wide discussion/forum that will take place from November 9 to November 13. Times, dates and locations will be posted. Groups will be based on various demographic issues. Dr. Chattopadhyay asked about the process to discuss the data in a department? If a department or college would like to host a discussion Dr. Welburn would be happy to come to various groups. You can provide feedback about the survey at: www.marquette.edu/provost/climate-feedback.php
Dr. Lephardt inquired how students can find out about the results. Dr. Welburn indicated that the listening session were open to everyone. Students did not receive a summary email with the results. Dr. Welburn also indicated information was in News Briefs. Dr. Melchert thanked everyone for their efforts in seeing this come to fruition. He asked about comparable data against other institutions. Dr. Welburn indicated that Dr. Rankin is the only person with a national data set (+/- 175 institutions). In her presentation she did point out where MU is an outlier: Satisfaction with the academic experience is off the chart; staff dissatisfaction is significantly worse. The goal is not to see how others are doing as institutions but to improve MU.

Mr. Gering recommended that the senators review the commentary on the end for actual responses.

X. Strategic Planning – Dr. Marya Leatherwood, Vice Provost for Strategic and Academic Planning
The Strategic Plan was reviewed by the Board of Trustees in May 21013. Since taking her position in July, 2015. Dr. Leatherwood has solicited feedback from over 90 key individuals. She is also asking input from the UAS.

Please take a few minutes to discuss at your table the Strengths, Limitations and possible Opportunities for improvement or adaptation.

Group comments on:
- Strengths
  - Process of developing the plan was a strength because it was inclusive.
  - Community engagement and the relation to the Carnegie classification. Dr. Leatherwood will share much of this information with the Board of Trustees later this week
- Limitations
  - New administration in senior leadership
  - Things have developed in the last two years. These (the strategic plan) are living documents and this (reviewing the plan) shouldn’t feel like a hindrance.
  - Need for tangible action sets with a timeline, metrics
  - Global initiatives
  - Need for better communication
  - Students craving more of the Marquette experience
  - Interdisciplinary – not allowing the students to be hindered by some faculties silos
  - Interconnectedness between the different points
- Improvements
  - Diversity has to be more up-front.

Thank you for your time. Please share any additional comments with Dr. Maranto who will forward them to Dr. Leatherwood so they can be included in the final report.

XI. Master Planning - Ms. Lora Strigens, Associate Vice President for Finance
Ms. Strigens gave a PowerPoint presentation covering an overview of the Master Plan process and the plan going forward. The Master Plan Process was initially presented in spring 2015. She clearly indicated that the plan is aspirational and we are not aiming for the middle of the road. She noted a new consulting firm has been engaged (Cannon Design) to help in the development of an Integrated Master Planning process (Academic, Physical and Operations).

There is a flexible framework for the future. Questions can be directed to the working groups shown in the PowerPoint presentation and on the website. There will also be a campus forum on October 7th to share
your thoughts. Please attend this workshop. Information went out in News Briefs.

XII. Revisions to Appointment, Reappointment, Promotion and Tenure
Chapter 4 of the Faculty Handbook – Dr. Jeanne Hossenlopp
All motions had been presented for review and discussion by Dr. Hossenlopp at the August 31, 2015 UAS meeting.

Motions to Approve
a. Revise section 304.03 (change year tenure will be granted from 4th to 6th consecutive year of appointment)
   No discussion ensued.
   Hand Vote: 29 Yes, 0 No
   The motion passed unanimously.
b. Revise section 304.08 paragraph 3 (change year to be considered for tenure)
   No discussion ensued.
   Hand Vote: 29 Yes, 0 No
   The motion passed unanimously.

XIII. Revisions to UAS and Committee Statutes (Committee membership) – Dr. Cheryl Maranto

Motions to Approve
a. Revise Article 2 section 1.0 (Definition of membership) delete Vice Provost for Research and Dean of the Graduate School and add Dean of the Graduate School. Also delete Vice Provost for Undergraduate Programs and Teaching and add Vice Provost for Academic Affairs
   No discussion ensued.
   Hand Vote: 29 Yes, 0 No
   The motion passed unanimously.

b. Revise Article 4 section 2.02 (University Board of Undergraduate Studies membership) delete Vice Provost for Undergraduate Programs and Teaching and add Vice Provost for Academic Affairs
   No discussion ensued.
   Hand Vote: 29 Yes, 0 No
   The motion passed unanimously.

c. Revise Article 4 section 2.05 (Committee on Teaching membership) delete Vice Provost for Undergraduate Programs and Teaching and add Vice Provost for Academic Affairs
   No discussion ensued.
   Vote: 29 Yes, 0 No
   The motion passed unanimously.

d. Revise Article 4 section 2.06 (Committee on Academic Technology membership) delete Vice Provost for Undergraduate Programs and Teaching and add Vice Provost for Academic Affairs
   No discussion ensued.
   Vote: 29 Yes, 0 No
   The motion passed unanimously.

XIV. Additional Revisions to Committee Statutes (Committee membership) – Dr. Cheryl Maranto
Motions introduced to reflect organizational changes and will be voted on at the October 19 meeting.

a. Revise Article 4 section 2.01 (University Committee on Faculty Promotion and Tenure membership) delete Vice Provost for Research and Dean of the Graduate School and add Senior Vice Provost for Faculty Affairs
   A friendly amendment was made by Dr. Myers to remove ‘Senior’ from title description.
Motion to accept removal of “senior” from the title of Vice Provost of Faculty affairs: Dr. Melchert
Second: Ms. Mary Jo Wiemiller
No discussion ensued on the friendly amendment.
Hand Vote: 29 Yes, 0 No
The motion passed unanimously.

b. Revise Article 4 section 3.01 (University Library Board membership) delete the Vice President for Student Affairs (undergraduate student) and the Vice Provost for Research and Dean of the Graduate School (graduate student) will recommend student members to the Board who serve for one academic year and add Marquette University. This is to reflect current practice.
No discussion ensued.
c. Revise Article 4 Section 3.04 (University Assessment Committee) delete the Vice Provost for Undergraduate Programs and Teaching (as a member of the committee) and the Committee shall be chaired by the Vice Provost for Undergraduate Programs and Teaching or a designee of the Vice Provost and add the Committee shall be chaired by the Assessment Director.
This means that there is no limit to the length of term which a member can serve.

XV. Dr. Maranto called for a motion to adjourn
Motion: Dr. Tim Melchert.
Seconded by Dr. James Ritchie
Voice Vote: Unanimous
Meeting adjourned at 4:56 p.m.

Respectfully submitted,

Noreen E. Lephardt, Ph.D.
UAS Secretary